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WINTER 2020

# MONTANAN

THE MAGAZINE OF THE UNIVERSITY OF MONTANA



**UM SEA CHANGE**

Empowering a Stronger Female Future





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We believe in supporting women leaders, starting with our own. That's why we support the WLI and the mission of UM's SEA Change Initiative.



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Sitting in Jeannette Rankin Hall is fitting for this special issue of the Montanan, which is entirely dedicated to showcasing UM's inspiring women and their contributions to a better, more equitable world for all.

Exactly 100 years ago, UM alumna Jeannette Rankin carved a legacy alongside other American suffragists to secure the women's vote as a constitutional right. Rankin's advocacy and spirit inspires us today, as do the many UM students, faculty, staff and alumni making diverse strides toward equality.



Working with many others, Chelsea and I launched the S.E.A. Change Initiative this past year. A carefully selected acronym, S.E.A. stands for a **Safe** and **Empowering** campus for all women and a community that **Accelerates** their careers and lives of impact.

S.E.A. Change renews UM's commitment to being a campus and alumni community that fosters and celebrates the incredible potential and contributions of UM women.

This issue is full of inspiring examples and brave agents of change.

Lana Batts '68 rose to national prominence in the male-dominated trucking industry by creating a path of her own.

UM journalism student, Jordynn Paz, wants to change the way

Native American people are portrayed in media. Jessi Kopperdahl is a single mother balancing the demands of a neuroscience degree and making time to mentor other first-generation college students. Abigail Belcher parlayed her student government presidency into meaningful service for students, and Evelyn Wall started a student group for the LGBTQ+ community to feel safe and thrive in the outdoors.

Each of these women found a community and motivation at UM to challenge the status quo for themselves and others. We also are motivated by those who are inspired to fuel deliberate efforts for equality, like Dennis and Gretchen Eck, who generously gifted UM \$1.25 million in support of S.E.A. Change and Missoula's Clearwater Credit Union which provided financial support to renew UM's Women's Leadership Initiative for faculty, staff and rising stars across Montana's workplaces.

The 19th Amendment's historical centennial allows our greater UM community to think deeply and critically about what equal rights and opportunity mean for our modern times in every sector of society.

We honor the path carved by those before us.

We recognize there is always work to be done. We invite you to follow along with the people, programs and places involved with S.E.A. Change at [www.umt.edu/sea-change](http://www.umt.edu/sea-change), where you can also give directly to these important programs.

Most importantly, we hope that as you settle into this issue of the Montanan, you feel renewed pride in the role your University is playing in the lives of powerful, compassionate and successful women of every generation.

**Up with Montana,**

UM President Seth Bodnar and Dr. Chelsea Bodnar



Hang Your Hat With Easy Livin' At Cowboy Flats in Missoula, MT

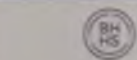


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#### ON THE COVER:

Two future UM leaders.

Photo by Andrew Kemmis



# ON SOCIAL MEDIA

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University of Montana

October 4 at 10:10 AM · 🌐

Happy Homecoming. Dateline NBC veteran Keith Morrison presents your #FightSongFriday.



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📷 Photo Of The Week 📷

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Montana Griz Soccer

3:07 PM · Oct 21, 2019 · Twitter Web App



University of Montana updated their cover photo.

December 16 at 12:40 PM · 🌐

Walking in a winter wonderland on the University of Montana campus



👍❤️😄 574

11 Comments 45 Shares



University of Montana @umontana · Oct 14

Today and always, the University of Montana acknowledges that we are in the aboriginal territories of the Salish and Kalispel people. We honor the path they have always shown us in caring for this place for the generations to come. #IndigenousPeoplesDay



🗨

🔄 42

❤️ 209

📤

📺



umontana All roads lead to UM...and now, it'll be easier to know where to turn from Broadway! Thanks to First Security Bank for donating its sign space to help us guide visitors to campus!

6W



cuzziereid Yooooo. Looks so good!!

6W Reply



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goes to our friends at **First Security Bank**, whose donated sign on the corner of Broadway and Van Buren streets, now points Grizzlies home. Honk when you drive by for Grizzly good luck.



# WHERE'S YOUR GRIZ BEEN?

**Do you have a photo of yourself wearing Griz gear in a unique place?**

If so, send it and a brief description to **themontanan@umontana.edu**.

Winners will see their photo published in the Montanan. To be considered, photos must be in focus with the UM or Griz logo clearly visible. Pictures not selected may be shared on UM social media.



## UP WITH MONTANA BOYS.

Pictured on deployment in Southwest Asia is the 120th Airlift Wing, 186th Airlift Squadron from the Montana Air National Guard based out of Great Falls. UM Alumni Capt. **Casey Lelonde**, Capt. **Justin Newton** and Tech. Sgt. **Ryan Byrnes** are C-130H1 Hercules Aircrew members.

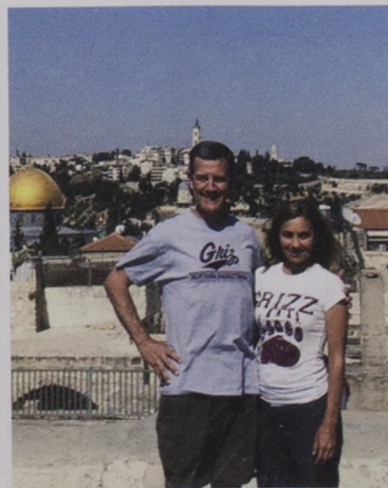


## GRIZ IN THE JUNGLE.

**Tori Stahl '94** recently visited Ranthambhore National Park near Rajasthan, northern India. The reserve's wild tigers weren't threatened by the Griz, but the safari guide liked Stahl's Griz shirt so much, she left it as a parting gift.

## TARTAN GRIZ.

**Cory '94** and **Larry Bruce '73** enjoy father-son time while visiting Edinburgh Castle, Scotland.



## GRIZ PILGRIMS.

**Mike '86** and **Joy McKay '90** visit Jerusalem overlooking the Old City and the Dome of the Rock, while on a Footsteps of Jesus pilgrimage.

The Montanan would like to thank the following people for recently donating to and supporting the magazine:  
**Donald Archibald, Helena; and William and Diane Larson, University City, Texas.**

**LETTERS:** The Montanan welcomes letters to the editor. Please sign and include your graduating year or years of attendance, home address and phone number or email address.

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# \$1.25 Million Gift Transforms Lives

Eck gift launches S.E.A. Change for UM students and provides seed funding to renovate Jeannette Rankin Hall

INTERVIEW BY KELLY WEBSTER

Dennis Eck has spent decades designing programs that positively impact organizational culture and provide access to prosperity. He found career success in retail by leading and turning around troubled businesses – mostly by using organizations' existing strengths and investing in employees through training programs.

In the 1990s while leading Coles Myer, Australia's largest retailer, Eck oversaw the development of an employee degree program at Deakin University. He also helped develop community outreach programs that gave high school dropouts new education pathways and employment.

He saw first-hand the effects of workplace bias that promoted only men, beginning in the 1970s.

"There's so much talent wasted in the American workplace by not allowing women to advance through opportunity to gain skills," Eck says. "I believe the next few decades will be the decades of the woman. I supported S.E.A. Change as a program that can work to change this culture."

Dennis and his wife, Gretchen, recently gifted \$1.25 million for S.E.A. Change, allowing new programming for UM

undergraduates and Missoula-area high school and middle school students under the tenets of S.E.A. Change. The gift also provides cornerstone capital for future building upgrades to UM's historic Jeannette Rankin Hall.

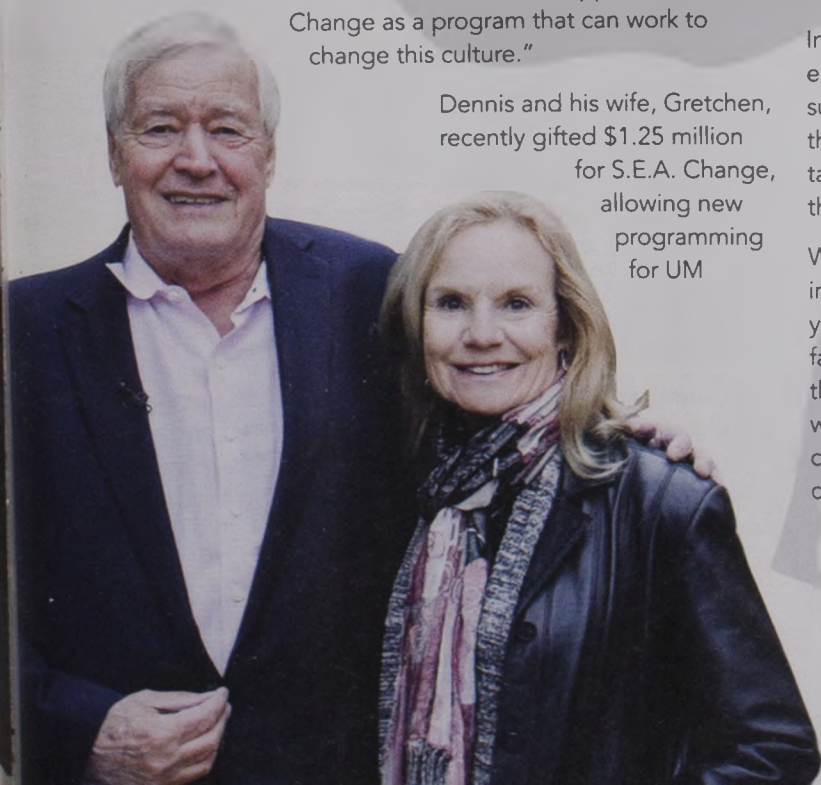
Dennis participated in a phone interview with Kelly Webster, UM chief of staff and S.E.A. Change spokesperson. The two chatted about what it means to support the next generation of leaders, why corporate culture should empower people to reach their greatest potential and how a moment of personal reflection changed the priorities of Dennis' life.

**Webster:** Dennis, this incredibly generous \$1.25 million gift will impact the lives of current and future UM students as they seek to create a better future for all. What moved you and Gretchen to provide a multiyear gift under the mission of S.E.A. Change?

**Eck:** Our motivation for the gift comes from seeing a program like S.E.A. Change impact lives.

In a company with more than 170,000 employees, we created an employee education and training program. We saw incredible success when we gave employees the tools to progress within the company. As the program took root, we saw far more women taking advantage of the opportunity and moving quickly through the program.

When a woman drops out of her educational path, the implications are very real for her and far worse for society when you consider the loss of her potential contributions. There are also far fewer opportunities for her. I wanted our program to address this. I view the S.E.A. Change program for students in a similar way. It's an avenue for people to see and pursue possibility with confidence, which ultimately benefits everyone, especially when it comes to skill development, career mobility and social impact.





## Starting in the 1980s, the Ecks have given nearly \$10 million to UM.

Their contributions include **Eck Hall**, the **Dennis and Gretchen Eck Native American Scholarship Fund** and early support of the **Montana NEW Leadership Institute**, a program for college-going women in Montana to become civically engaged leaders and to exercise their influence in politics.

**Webster:** Your gift also includes seed funding for the renovation of Jeannette Rankin Hall. In 2013, you and Gretchen generously supported the renovation of what is now Eck Hall, formerly referred to as the Academic Hall of the Liberal Arts Building. This allowed a 1950s building to maintain its historic character while housing several technologically advanced classrooms and instructional spaces. Tell me about your dedication to the pairing of technology and education, which we know has a lot to do with equity.

**Eck:** The thought behind the technology-enhanced Liberal Arts Building was that it enables the distribution of knowledge to a much broader group of people. S.E.A. Change is an extension of that idea — access to knowledge and opportunity. I view the knowledge UM students gain and generate as needing to be shared with people who need it elsewhere. Technology is a way to do that. When you open up an electronically based system, you're also opening the door to information from other parts of the world. When you combine infrastructure with curriculum and direct service to students, really powerful changes happen in the classroom.

**Webster:** You've had a fascinating and highly successful career in retail, where you've created dividends by developing programs that invest in people. Do you see any similarities between higher education and your work in the corporate business world?

**Eck:** Retail and higher education are similar, especially when it comes to attrition and retention, because both are highly dependent on meaningful programs and a sense of community. Employee graduates of our training programs found success in a host of different ways, which is what we hope for any university graduate. What was most striking in retail is that we saw a 70% decrease in employee turnover when we created and paid attention to programs that benefit them.

In today's version of American capitalism, we've forgotten the crucial obligation to lift up others. Most companies rent people. They don't actively invest in them. Many improve profits by cutting costs, benefits and wages. That formula hurts everyone. I view UM's S.E.A. Change as a way to work against this model.

**Webster:** When you think about the students who will be impacted by the S.E.A. Change program, what advice would you give to young people of all genders working to advance gender equity today?

**Eck:** I think immediately about a particular graduate in Australia from one of our company's training programs. She was a high school dropout, and she saw and seized an opportunity. I remember in three years she had completed both her high school diploma and undergraduate degree and was already thinking about graduate school.

With mentorship and programming, this young woman recognized that she's empowered and that she has the ability to act on her future. I see students of S.E.A. Change in the same way. You are capable of helping to change systems and culture for the better when you commit to lifting everyone up and when you champion the social causes of other people. There's a reckoning of sorts happening that will stratify across disciplines and people. So much of that energy is on the UM campus and within S.E.A. Change.

**Webster:** At UM, we have a tradition of pairing a well-rounded education of the individual with an ethic of service. Your concern for others' quality of life is reflected in your generous giving history. What has inspired you to look beyond personal benefits to what is good for society?

**Eck:** About 40 years ago, I remember sitting in my car in traffic after achieving a financial milestone in my life. While sitting there, I mentally went through the list of things I had achieved that were evidence of my success; I had a nice car, I was married with a family, and I had a well-paying job and nice house. Then I asked myself if I was happy. And the answer was the only "no" on my list. I quickly understood that the reason I was unhappy was because I was taking for only myself. I wasn't attempting to give back.

At that moment, I made a commitment to myself: I had to start doing things that would make life better for all people. And once you follow that idea, you start to realize the gap between what's available for women and what's available for men. I started thinking critically about how to support women by actively eliminating barriers to the top.

Since then, projects that distribute credit, recognize merit and provide opportunities are what I have invested my time in. I escaped a selfish period in my life and feel I have been given more from these experiences than anything I could have done alone.



"I started thinking critically about how to support women by actively eliminating barriers to the top."

– Dennis Eck



## AROUND THE OVAL

# Odyssey of the Stars to Honor Accomplished Blegen Sisters

This March, UM's College of the Arts and Media is proud to recognize Barbara and Judith Blegen during Odyssey of the Stars, the college's 20th annual scholarship event.

The 2020 performance begins at 7:30 p.m. Saturday, March 7, in the George and Jane Dennison Theatre. The event pays tribute to UM performing and visual arts alumni telling the story of their artistic journeys while showcasing UM students and faculty from the schools of art, media arts, music, and theatre and dance.

**Barbara Blegen** performed her first public piano full-length recital in a music hall when she was 11 years old. At age 12, she was the featured soloist with the Missoula Civic Symphony Orchestra. At 15, Blegen was offered a full-ride scholarship to the Curtis Institute of Music in Philadelphia, where she studied until graduation. Barbara moved on to Baltimore and then Boston, where she landed a contract playing concerts with Columbia Artists. Additionally, Barbara soloed with the New York Philharmonic and the St. Louis and Baltimore symphonies. She retired in 2006, when she returned to her hometown of Missoula almost 50 years later.

In her retirement, Barbara accompanies the UM Opera Theater, the University Choir and Chamber Music Montana; presents master classes; accompanies vocal auditions and music recitals; performs in the School of Music Celebrate Piano Series; and performs in the Missoula Symphony Orchestra's Symphony Soirée.

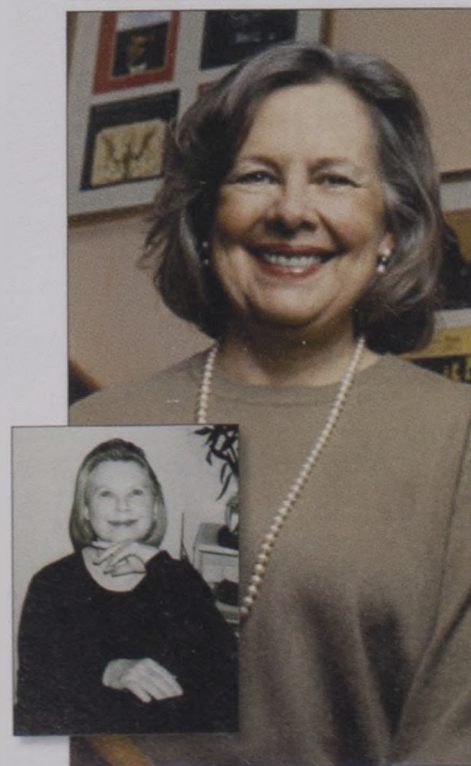
**Judith Blegen's** dedication and energy enhanced a natural vocal talent that was nurtured through voice lessons and by singing soprano in her church choir. During her senior year at Missoula High School, she began voice lessons with John L. Lester, the former head of UM's voice department. After high school graduation, she enrolled at the Curtis Institute of Music in Philadelphia, where she majored in voice. Judith worked with Martial Singher, formerly of the Metropolitan Opera, who coached her through her first operatic role of Susanna in the "Marriage of Figaro" as a project during a workshop at the institute.

She is remembered for her Metropolitan Opera performances as Juliette in "Roméo et Juliette" and as Susanna in "Marriage of Figaro." Among her most memorable performances at the Met was her portrayal of the fickle Adina, opposite the great tenor Luciano Pavarotti, in Donizetti's bel canto comedy "L'Elisir D'Amore."

In the 1970s, Judith appeared frequently on "The Tonight Show" starring Johnny Carson, occasionally with sister Barbara. Judith is considered one of her generation's greatest coloratura sopranos – a voicetype known for agile leaps, runs and vocal embellishments. Above all, she enjoys the music of Mozart and Beethoven.

Odyssey supports the College of the Arts and Media Scholarship Fund. Since its inception, the fund has provided over 1,000 scholarships to talented students.

For more information, visit [www.umt.edu/umarts/odyssey](http://www.umt.edu/umarts/odyssey).



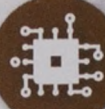


# CLOCKING IN

There is no GPS setting that leads us directly to happiness, but this spring UM students will learn about the myths and truths of well-lived lives so they can develop a better road map for finding joy. College of Education counseling Professor John Sommers-Flanagan and Professor Emerita Rita Sommers-Flanagan have developed a new course titled The Art and Science of Happiness, which is modeled loosely after similar classes offered at Yale and other universities while taking into account the unique challenges Montanans face.



Montana is one of the best environments in the nation for entrepreneurs, but the state also faces a growing shortage of workers. UM's new Tech Skills for Tomorrow Initiative brings strategic partners together to address the workforce shortages in Montana's tech industry. Launched in October, the initiative will identify and develop programs, partnerships, pathways and pipelines. "To build the pipeline of talent that this state needs to grow, we not only need to have the right programs in place, we need to have strong partnerships with employers here in Montana and globally, as well as a diverse set of pathways for students to access learning," says President Seth Bodnar.



Grizzlies took Wall Street by storm in September when President Bodnar and a team of UM students and administrators traveled to the Big Apple for a bond sale. Morgan Stanley led the sale on behalf of the University, which resulted in the issuing of \$146.8 million of taxable and tax-exempt bonds. The bonds will allow UM to usher in a new era of growth and development in support of students. In addition to refinancing substantially all of UM's outstanding debt, the bond issuance generated about \$63 million to be invested in UM's student-serving infrastructure.



Pain in the knee? You might be among the one in four people who suffer from patellofemoral pain, also known as "runner's knee." Now those sidelined by PFP have new guidelines for treating what ails them, thanks to UM Assistant Professor Richard Willy in UM's School of Physical Therapy and Rehabilitation Sciences. Willy's recommendations were published Sept. 1 as a Clinical Practice Guideline in the Journal of Orthopaedic & Sports Physical Therapy. Key takeaways include: gradually increasing activities to prevent PFP; maximizing leg strength, particularly the thigh muscles; and participating in a variety of sports versus a single sport, particularly for adolescent athletes.



Undergrads who know they are bound for law school are getting a jump on the competition through UM's growing PreLaw Program. Students who participate in the unique advising program have a 91% acceptance rate to law school at a rate much higher than the national average of roughly 75%. Prelaw students work closely with Director Soazig Li Bihan to ensure they take the courses needed to successfully apply to law school. These curricular choices also help students succeed in law school and beyond. Nearly 100 UM students from majors across campus now participate in the PreLaw Program.







Environmental studies Professor **Neva Hassanein** has received the Excellence in Public Service Award from the Agriculture, Food and Human Values Society. The award honors AFHVS members whose contributions have significant public service impact on the advancement of agriculture, food and human values. Nominations for Hassanein described her as a national leader in sustainable agrifood systems and noted that "students trained and mentored by Hassanein have become a presence throughout the country ... moving on to assume important leadership roles at universities, nonprofits and in the public sector."



With a little help from robots, UM faculty member **Sara Rinfret** recently won a national pitch competition designed to enhance student education. Rinfret chairs UM's Department of Public Administration and Policy and is an associate professor in the Alexander Blewett III School of Law. She took first place in the third annual Network of Schools of Public Policy, Affairs and Administration Voinovich Public Innovation Challenge. Her presentation illustrated how robots can provide another access point for student success in rural states like Montana.



**Dr. Jingjing Sun** will use a \$200,000 grant from the American Indian/Alaska Native Clinical and Translational Research Program to help develop culturally appropriate trainings by examining Social Emotional Learning interventions for Native children. Sun and her team are developing a multilayer program through community-based participatory research that includes SEL trainings for children, educators and community members. She is an assistant professor in the UM Phyllis J. Washington College of Education's Department of Teaching and Learning.

## AWARDS *and* ACCOLADES



The **Grizzly soccer team** scored a number of accomplishments in the 2019 season, including winning the regular-season Big Sky Conference title, completing the season unbeaten in league play and at home and seeing seven players earn All-Big Sky Conference recognition. The Grizzlies allowed just two goals in their nine Big Sky matches and posted seven shutouts. Northern Colorado knocked off Montana in the conference championship tournament, but the Griz are already looking toward next year, when their entire roster will return, and six new players will join the team. Go Griz!



Regents Professor of History **Anya Jabour** published a new book, "Sophonisba Breckinridge: Championing Women's Activism in Modern America." Breckinridge's work informed women's activism for decades and continues to shape progressive politics today. In October, Jabour presented a lecture at the University of Chicago's School of Social Service Administration, which was established by Breckinridge and became a feminist think tank that promotes public welfare policy and propels women into leadership positions.



As an undergraduate at UM, **Kaitlyn Strickfaden** completed her senior thesis project on identifying less-error-prone methods for performing wildlife surveys, specifically bird surveys. "False positives can have huge impacts on the reliability of population estimates," she says. Now an alumna with a wildlife biology degree and a researcher with UM's Avian Science Center, Strickfaden's data showed that a double-observer method was less prone to errors than the single-observer method. That research was published in *Ecological Applications* this past fall, an impressive accomplishment for an undergraduate.



# Commitment to Excellence

As leaders in engineering, survey, planning and science, we focus on creating a workforce of employees who share our Core Values of integrity, commitment, respect and excellence. That's one reason why it's been a perfect fit for UM alum, Laura (Cote) Gundlach, '08.

A former Lady Griz basketball player with an undergraduate degree in physics and minors in math and history, Laura is now a civil engineer who is grateful to be working in Montana. As a member of our Water-Wastewater Market Group, she has applied the skills she learned in the classroom and the court to the design of municipal water projects.

"My experiences and the people at UM provided me with the foundations I needed to pursue a graduate degree in engineering. Thanks to my experience at UM, I'm now able to give back to the state and help support others, especially women headed toward STEM careers."



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**S.E.A. begins with 'S' because safety rests at the heart of the University of Montana's mission to provide access to a quality education. At UM, a safe environment for learning and working is not a static state, but an ongoing, deliberate effort.**

We take seriously our responsibility to foster a safe community, which includes rigorous attention to factors that threaten safety. From ensuring a well-lit campus to offering free rides home to maintaining a campus police presence, we prioritize physical security. But we also define safety broadly. The UM Food Pantry addresses food security, various committees and groups nurture a more inclusive campus, and our Student Advocacy Resource Center provides direct services in support of all students. Campus trainings on implicit bias and other forms of discrimination combat the systemic drivers of unsafe environments, and policies allow for flexible work schedules and child care to honor our students' and employees' varied realities.

Central to our ongoing efforts to provide a safe environment is addressing sexual misconduct and choosing to be a leader in creating a safe and nurturing campus for all. No college campus is immune to the harsh realities of sexual assault, and UM has faced the issue both publicly and with an uncompromising commitment to best practices. Every day, women across the country experience exploitation of their sense of safety, which we address through a robust suite of programs for all students. Our coordinated effort among campus experts, University police, city and county law enforcement, the Student Advocacy Resource Center and others has been recognized as a national model.

### **These women working on the UM campus contribute to safety in their own ways:**

On the occasional morning, **Shelagh More** stands near the waffle iron in UM's Food Zoo, striking up light conversation with students while they wait for breakfast.

As the Special Victims Unit detective in the UM Police Department, she and other officers like to be visible to the students on campus wherever and whenever they can, including the Food Zoo, as part of UM's commitment to safety.

"We're not coming in to do enforcement, write tickets, make arrests," she says. "We're just here to eat some food. Most students, when they see you're not in enforcement capacity, they relax."

More contributes to a safe campus through her work following up on felony crimes whenever they take place at UM or involve a student, in conjunction with the Missoula Police Department Special Victims Unit. This close coordination between UMPD and the city's police department is a notable community strength benefitting all students.

"The University setting, although it is encapsulated within the city of Missoula, is a unique environment in which to be a law enforcement officer," More says. She investigates drug crimes, criminal mischief, domestic violence, car accidents, thefts, stalking, sexual assault and more. Just as complex as the calls coming into the



city police department, some cases involve young adults just out of high school who may not know how the criminal justice system works.

A component of More's job is informing students and speaking with resident assistants about misinformation on police work during her walk-through of residence halls at night. She also speaks at Orientation and helps send out public service announcements to campus.

She says many students think the time frame for investigating felony crimes is similar to the TV show "CSI," where results for evidence are received in seconds and someone's location can be pinpointed right away. More says working a case in real life is a lot like writing a research paper. The process involves interviewing victims, suspects and witnesses, and report-writing, as well as examining evidence, which typically takes months.

"Criminal investigation takes time, it takes digging, it takes legwork," More says. Doing this work with an eye toward rigor helps promote a safer campus environment.

**Kat Cowley** deals with another kind of safety crucial to those on and off campus – food security. Cowley is a Master of Public Administration graduate student and the student coordinator for the UM Food Pantry, which opened this past February.

She defines food insecurity as anything from only being able to afford to eat at Taco Bell every day to eating ramen for weeks on end.

"Anyone can end up in situations where they are food insecure," she says. "It can look like a lot of different things."

Her own story regarding food insecurity is personal. Cowley experienced it as an undergraduate sophomore working a minimum wage job and again as a senior, when she left an unsafe relationship and lost her housing. Cowley says it was very frustrating that there were no options for food assistance at UM, where she spent all her time and energy.


"I know firsthand how genuinely scary it is to not know where your next meal is coming from," Cowley says. "I hope that by providing food to students for free, I can alleviate some of that fear."

Cowley cites low wages and high housing prices in Missoula as factors contributing to food insecurity for students. Many students also have limited hours available to work because they are going to school. And sometimes those leaving unstable relationships may need food pantry resources as well.

"In cases of domestic violence, often one of the reasons a victim/survivor can't leave is because of a significant financial burden," Cowley says. "By providing food either at the main pantry location or to SARC's client food pantry, we hope to relieve some of that burden."

November saw the most visits to the Food Pantry since its opening. Overall the pantry has served a total of 179 individual students in 403 visits.

"There's no qualifications to use the pantry itself," Cowley says. "We just want to get people food."

A photograph of Kat Cowley, a young woman with blonde hair and glasses, wearing a brown and white striped sweater. She is standing in a food pantry, surrounded by shelves stocked with various canned goods. A white paper bag with the 'Bookst' logo is visible in the foreground. The text is overlaid on the bottom left of the image.

"I know firsthand how genuinely scary it is to not know where your next meal is coming from. I hope that by providing food to students for free, I can alleviate some of that fear."





"A person who feels safe feels empowered."

As UM's Title IX coordinator and director of equal opportunity, **Alicia Arant** contributes to a safe campus as an enforcer of a bundle of state and federal civil rights laws, including Title VII of the Civil Rights Act, Title IX of the Education Amendments of 1972 and the Montana Human Rights Act.

Those laws form the basis of UM's Discrimination, Harassment, Sexual Misconduct, Stalking, and Retaliation Policy, which applies to everyone, from students and employees to affiliates and visitors.

Arant addresses sex discrimination and holds perpetrators of sexual crimes accountable through a formal investigation process or an informal resolution involving training, mediation and accommodations. A Title IX investigation only results in University action, not legal consequences.

Arant says she ultimately works to ensure the dignity of people on campus.

"I have learned that a person's sense of safety is inextricably tied to their sense of dignity, and no employee can bring their best self to work when their sense of dignity is challenged by discrimination or harassment," she says.

Arant says that sex discrimination can include everything from disparate treatment to pay inequality to sexual assault to implicit bias.

"To me, regardless of context, a person who feels safe feels empowered to say 'no' – whether in a bedroom or a boardroom – because she will be heard, understood and respected," Arant says. "A safe work environment is one in which employees feel empowered to be creative, disagree, ask questions and raise concerns without fear of embarrassment or retaliation. People in 'unsafe' work environments are not empowered to exercise their full professional potential."

To help employees on campus feel safer at work, Arant works with many others across campus in advocating for and supporting best practices such as:

- Diversity training, particularly for all personnel charged with hiring and promotion;
- Established meeting norms that encourage everyone to participate, such as setting an agenda which calls on everyone to contribute, emphasizing an anti-interruption rule prior to each meeting, and giving credit to idea originators;
- An understanding of employment policies with a traditionally gendered effect, such as parental leave, caregiver leave, sick leave and flexible scheduling;
- A clear avenue for receiving and addressing workplace complaints;
- Reviews of role descriptions for factual accuracy and organizational consistency; and
- Regular performance reviews which emphasize open, two-way communication.

**Christine Fiore** has practiced clinical psychology for 27 years, studying intimate partner violence and campus sexual assault. She has been a vital participant in UM's implementation of best practices in response to sexual assault on college campuses across the country.

At the Student Advocacy Resource Center, she supervises seven graduate student therapists who provide advocacy, walk-in and ongoing counseling and First Step 24/7 emergency coverage with YWCA of Missoula. SARC provides sexual assault prevention trainings and direct clinical services for all students. The most common concerns students bring to SARC include sexual assault, relationship violence, co-occurring mental health concerns and sexual harassment.





### The Student Advocacy Resource Center

provides comprehensive free and confidential services to those who have experienced sexual assault, relationship violence, bullying, intimidation or discrimination.

SARC promotes personal choice and empowerment. When students access services, advocates work with them to assess their needs, help them understand their options and support their decisions.

In addition to their direct services, SARC provides sexual assault prevention outreach and education to all students, training for faculty and staff, and is an integral leader in the community for providing trauma-informed advocacy and care.

SARC directly serves UM students, provides trainings and materials to UM staff, faculty and administrators, and provides support to the Missoula community.

**IMPACT:** SARC's best practices are nationally recognized by the Department of Justice as the "blueprint model for advocacy."

Fiore's work and the trainings provided through SARC include proactive measures for fostering a safe campus: facilitating mandatory Bystander Intervention Trainings for all students; gathering data to coordinate UM's outreach, education and sexual assault prevention efforts; and coordinating with key campus partners to persistently track and measure campus progress.

She organized focus groups with students on their understanding of safety and risks to it. Although some students were aware they have a higher risk of sexual assault or rape from someone they know, they focused on improving campus lighting at night to prevent assault by strangers.

"It's important to educate and help others to know what is most helpful in terms of keeping people safe, what the resources are and best-practices in prevention and intervention," Fiore says.

Fiore also administers the Campus Climate survey to measure the attitudes, knowledge and experiences of students regarding safety on campus and sexual, physical or psychological violations.

The surveys helped shine a light on student perceptions and areas in need of education regarding consent and healthy dating practices. This survey is just another part of UM's efforts to persistently improve its commitment to campus safety.

SARC has built strong working relationships through integration within the legal, medical and justice systems. Some examples of its leadership and innovation include:

- Creating a Special Victims Unit within Missoula, so that trauma-informed interviewing techniques can be used by detectives and police.
- Leading a communitywide audit with different agencies to help them to collaborate on the issues of sexual assault, relationship violence and discrimination.
- Rewriting policies for the Missoula Police Department on how to respond to sexual assault and violence.
- Providing a 24-hour reporting hotline and advocates to accompany students to First Step at St. Patrick Hospital.

SARC's Bystander Intervention Training, which is a registration-binding requirement for all UM students, supports them in understanding how to intervene as a bystander and use resources in the community. In the training, SARC empowers students with the knowledge that prevention is important and gives them the tools to do the little things to help people be safe and change societal biases and violence.

In the 2018-19 academic year, **SARC's prevention outreach reached 11,139 people** from the UM campus, the Missoula community, and at state and national trainings—nearly every student, and some students more than once.



# THE LONG HAUL

For one UM alumna, a career in the male-dominated trucking industry took some Montana grit and a liberal arts degree.

STORY BY JACOB BAYNHAM

It's a sunny morning in late fall when Lana Richards Batts swings open the door of Love's Travel Stop west of Missoula. The truck stop is brand-new, but Batts walks in like a regular. She rubs her hands together and orders a tea.

If Batts feels at home here, it's because she's spent more than four decades invested in the lives and livelihoods of truckers. Batts says working with these hardworking, humble and honest people has been the highlight of her career.

The majority of those people are men.

According to its origins, America's freight transport system was built by tapping the potential of "a man and a truck." Even today 94% of truck drivers are men.

Batts slides into a red booth next to tall windows where she can see the big rigs pulling off Interstate 90 like blood cells from a vein. Out back, a handful of Freightliners idle in a sea of fresh asphalt. Inside, a voice comes over the intercom: "Customer No. 8, your shower is ready. Please report to shower No. 7."

"It's a tough, tough job," Batts says. "You're using public restrooms, taking public showers, eating chicken-fried steak and you're never home on weekends or holidays."

But it's also a job we all depend on, basically every time we pull out our wallets. It's a job that gave Batts a career. Trucks are ubiquitous and indispensable. You won't find Batts taking them for granted.

"If you got it," she says, "a truck brought it."

**Batts grew up in Billings**, where her father ran a fleet of Kenworths, shipping cattle and hogs along what is now I-90.

The oldest of three children, Batts rode horses and motorcycles in high school and was a fearless skier. She came to UM in 1965 on crutches and a broken leg from a skiing accident the previous winter. The injury caught the attention of the UM luge team, who recruited her to join the squad.

"You needed four things to join the luge team," Batts says. "You had to be young, dumb, think you were going to live forever, and, if you were a woman, you had to be willing to forge your parent's signature."

Batts still remembers fielding the 6 a.m. phone call in the corridor of Corbin Hall from her concerned mother, who had calculated

the miles per hour of her daughter's descent. It sounded more like suicide than sport.

Already deft in the powers of persuasion, Batts convinced her mother to let her join her UM teammates in Grenoble, France, at the 1968 Winter Olympics.

The trip was thrilling, but a broken hand prevented Batts from competing. Frustrated, she returned to Missoula to finish her bachelor's degree in history and political science. She poured herself into the debate team. Her new debate partner was a serious Air Force ROTC cadet named Joe Batts.

"This wasn't like going down to the Wilma, holding hands," Lana says. "With a debate partner, you've got to figure out how they think. We spent every waking moment together."

Within six weeks, they were engaged. They married in August 1968, the day after Lana graduated. Joe was commissioned into the Air Force, and Lana followed him to his first posting in Florida, where she earned a master's degree in politics and public affairs at the University of Miami. Then they left for a three-year assignment in the Philippines. Lana taught American history at the University of the Philippines.

By 1973, the Battses relocated to Washington, D.C., and Lana began looking for work. She quickly wearied of each potential employer's first question: "Can you type?"

"No," Batts lied. "I didn't want to be a typist," she says. Finally, her father helped get her hired as a junior transportation analyst with the American Trucking Associations, a trucking advocacy group.

"I got in because of nepotism," Batts says. "But I kept the job because of my liberal arts degree. I knew how to think critically, explore creatively and live ethically."

At first, Batts was the highest paid woman and the lowest paid professional at ATA. She shared an office with a man who made 50% more than she did, with less education.

Three weeks after she was hired, the 1973 Arab oil embargo hit. Oil-producing countries in the Middle East stopped shipping oil to the U.S. due to its support of Israel during the Yom Kippur War. The trucking industry was in crisis. Fuel was scarce and expensive. Lines at gas stations were blocks long. Fights broke out at gas stations. The president of ATA needed someone to manage the crisis, so





"I got in because of nepotism,  
but I kept the job because of  
my liberal arts degree. I knew  
how to think critically, explore  
creatively and live ethically."

— LANA RICHARDS BATTS





Batts volunteered. "Rule No. 1," she says: "When an opportunity presents itself, raise your hand."

Batts immersed herself in the minutia of the oil embargo and its effect on the trucking industry. Before long she got a call from Alan Greenspan, then the chairman of the Council of Economic Advisers for President Gerald Ford. Greenspan wanted to discuss rationing diesel, a measure that would have crippled the trucking industry. Batts convinced Greenspan rationing was a bad idea, and it never happened.

The crisis quickly gave Batts visibility and credibility within the industry. Suddenly, this young woman from Montana who could outwork, outtalk and out-argue anyone was gaining momentum on an unlikely career path. "Then," Batts quips, "all the right people died or retired at the right time."

Her road wasn't always easy. Batts used vast tabletop spreadsheets to track more than 140 issues at the federal, state, local and international levels. She lobbied Congress and advocated in the media.

On top of that, she had to navigate gender biases. During a second embargo in 1979, a New York Times reporter called and asked to speak with the guy in charge of energy.

"Yes," she said. "Can I help you?"

"No, you don't understand," he said. "I need to talk to the guy."

"I am the guy," Batts replied tersely.

Eventually, she worked up to senior vice president of governmental affairs at ATA. Being the only woman in most meetings may have helped her stand out, but it wasn't the only thing.

"People didn't care if she was a man or woman, she was just a natural leader," says Dan England, chairman of C.R. England, a trucking carrier based in Salt Lake City. "She had their respect. She was able to clear the emotions and dig down to what people really wanted and needed. She also had a special talent of really listening."



Jacob Baynham graduated from UM with a journalism degree in 2007. He writes for *Outside*, *National Parks*, and other magazines. He lives in Missoula with his wife, Hilly McGahan '07, and their two sons.

Later, Batts became president of the Truckload Carriers Association. By the early 2000s, Batts transitioned into the for-profit sector. In 2003, she started an investment firm that specialized in the mergers and acquisitions of trucking companies. Her insider knowledge was key.

"I knew everybody," she says. "I knew who had smart kids who could take over the business and who had dumb kids who shouldn't even answer the phone."

Then in 2011, Batts teamed up with a woman named Billie Lee to launch Driver iQ, a background screening company that helps trucking carriers hire reliable drivers. Another company, DAC, had a near monopoly on the market. But Batts and Lee were able to gain the confidence of major carriers and deliver fast, reliable screenings on potential hires.

It was a gutsy move, says Ellen Voie, president and CEO of a group called Women in Trucking. "That would be like starting a lemonade stand and taking on McDonalds," she says.

When Voie started Women in Trucking, she sought out Batts' support. "I knew if I could get her on my board, then I'd have credibility," Voie says. "When Lana Batts gets up and speaks, people listen."

Voie admires the way Batts jumps in with both feet in everything she does. "I don't believe that Lana will ever retire," she says. "I don't think she's ever going to sit around and knit."

Though Batts does plan to step down from Driver iQ soon, she's still plenty busy. From her home in Lakeside, she volunteers with the West Shore Community Library and the Montana Audubon. She's on the board of the Glacier National Park Conservancy, where she volunteered to help address the park's traffic congestion. Batts brought her usual thoroughness to that effort, which identified 98 different variables with 33 million possible outcomes.

Like all Americans, Batts is seldom far from a truck. She keeps a logbook in her car to take notes. When she notices a driver doing a good job, she writes to the carrier to say so. When a trucker is driving recklessly, the carrier hears about that, too.

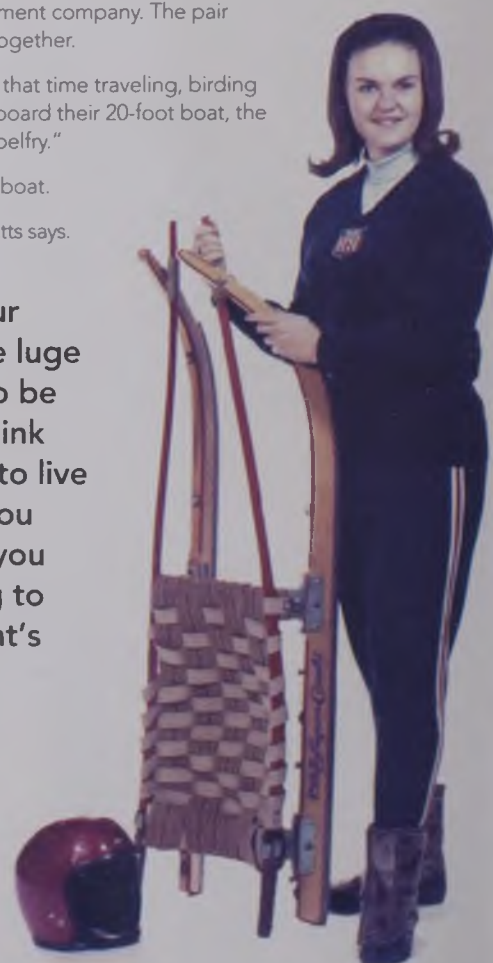
Once Lana's career took off, Joe left the Air Force and started a database development company. The pair always spent their time off together.

These days the Batts spend that time traveling, birding and sailing Flathead Lake aboard their 20-foot boat, the Belfry — as in "Batts in the belfry."

There's just one rule on the boat.

"We're both the captain," Batts says.

**"You needed four things to join the luge team. You had to be young, dumb, think you were going to live forever, and, if you were a woman, you had to be willing to forge your parent's signature."**





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# UM Trailblazers

Front-runners,  
trailblazers  
and fearless  
champions  
for others.

At a sweeping time  
for women, here  
are seven UM  
student leaders  
making their mark.





# UM Trailblazers

## BALEIGH DOYLE

**CONFIDENT CONTESTANT  
NASA INTERN  
MATHEMATICS MASTER**

**HOMETOWN:** Parker, Colorado

**AT UM:** Ph.D. Math Candidate

**TRAILBLAZER BIO:** After earning an undergraduate math degree from the University of Montana Western in Dillon in three years, Doyle was accepted into NASA's Goddard Space Flight Center internship program. With NASA, she spent two years working across five internships that ranged from computer programming to data analysis in the agency's Engineering and Technology Directorate. Doyle returned to Montana last summer as a NASA intern at UM's Flathead Lake Biological Station, where she worked with remote environmental sensors in the station's SensorSpace Lab advancing the wireless network in and around Flathead Lake. She's currently in her second year in UM's Ph.D. program in applied statistics.

**CHANGE-MAKER STATUS:** In between math classes and internships, Boyle finds time to compete in beauty pageants that promote inner beauty and intelligence. Her crowns include Miss Teen USA, Miss Colorado USA, Miss Dillon USA and Miss Flathead Lake Montana. Doyle also mentors and tutors students in math courses and is active with the Montana Space Grant Consortium, a component of NASA's National Space Grant College and Fellowship Program that advances aerospace research and education in Montana.

**S.E.A. CHANGE MOTIVATOR:** "I'd like to see a lot more women in higher level math," Doyle says. "STEM fields, especially in management positions, are male-dominated by nature – the disparity is real. I've had to become really comfortable at being the only woman in the room, and I've learned to see it as an asset."

"I think getting more women into math has a lot to do about confidence," says Doyle. "When I tutor someone who's struggling with math, once they start to get it, it's amazing to see their confidence change along with their math abilities. It's important for women, and especially young women, to know what a rewarding field math can be and how it opens so many more doors."

### HOW WILL YOU CHANGE THE WORLD?

"I'd like to see a world where people feel safer and more comfortable talking to each other without fear of being judged," she says. "The more dialogue and questions, the better. I see math as a way to connect; basically you have a hard problem that you need to solve. I do that by breaking it apart, assigning different people parts of the problem, and then bringing everyone together to solve it. You need diversity of ideas to solve complex problems. We're stronger together."



## JORDYNN PAZ

**STORYTELLER  
INDIGENOUS ADVOCATE  
WRITER**

**HOMETOWN:** Garryowen

**AT UM:** Senior: Journalism

**TRAILBLAZER BIO:** As one of only 87 graduating students from Hardin High School to choose UM for college, Paz says she was inspired by the many powerful, educated women in her family to chart her own academic course. A self-described lover of learning who could hold a pencil before she could walk, Paz found UM by way of its nationally ranked journalism program after being told she had a voice for radio, coupled with her own love of writing. She immediately found a welcoming community and home in UM's Payne Family Native American Center and UM's American Indian Student Services. She declared a journalism major shortly thereafter and now uses her own words to change the perception of Native people in media as a weekly columnist for UM's student news organization, the Montana Kaimin.

"I owe my confidence to my mother, grandmother, aunts, cousins – all of the women in my life who told me I was capable of anything," she says. "I know I'm very lucky to have been always surrounded by educated women who lifted me up."

**CHANGE-MAKER STATUS:** Paz, a member of the Apsaalooke people of Montana's Crow Nation, currently sits on President Seth Bodnar's Native American Advisory Council as a student representative. In her time at UM, Paz has served as an ASUM senator, on UM's Diversity Advisory Council, as president of American Indian Business Leaders and as a member of the Kyiyo Native American Student Association. This year, she got the Kaimin to agree to capitalize the word Indigenous, despite the style rules presented by the Associated Press. "It's a matter of honoring a distinct people and by capitalizing that word, it recognizes us as sovereign people," Paz says.

**S.E.A. CHANGE MOTIVATOR:** "I'm motivated to change the narrative, the perception and the experience into a better one for Indigenous people and my community," Paz says. "I want to empower Native people to share their stories under a lens that honors their modern and diverse accomplishments. I want to help pull us from past and acknowledge us as people of the present and do that through writing and journalism."

Paz also is committed to programs, curriculum and classroom experiences that reflect and enrich the diversity of UM students.

"There are things that make us all different and my experience is not everyone's experience," Paz says. "But I do know how far we've come, there is a lot more work to be done in terms of student diversity and providing a deeper awareness."

### HOW WILL YOU CHANGE THE WORLD?

"I know that that stories have power and when they're told with the intention of making sure everyone has a seat at the table, then we'll be in the direction we need to be going. I'd like to have an opportunity to travel and write and explore and share the stories that are different from my own. In a way, that's kind of helping to educate people, and I think that has potential to change the world."







# PROGRAMS THAT **Empower** *and* **Accelerate** **WOMEN**

## MONTANA NEW LEADERSHIP

The Montana NEW Leadership educates, empowers, and encourages college women to become civically engaged leaders. Stemming from a national bi-partisan program developed by Rutgers University's Center for American Women and Politics, UM's Mansfield Center hosts the sole chapter of Montana NEW Leadership in Montana.

The Montana NEW Leadership Summer Institute features a non-partisan five-day residential program at UM, where 20 students meet with women leaders and learn about women in American politics. The students develop and practice leadership skills through panel discussions, workshops and hands-on projects and travel to the state's capital in Helena for a day. The summer institute curriculum applies a Montana lens to adapt the training derived from the Center for Women and Politics, enhancing this nationwide curriculum.

The Montana NEW Leadership welcomes all women and strongly encourages women of color, nontraditional college women and students majoring in fields outside political science to apply. Women who are Montana residents or attend a Montana college or university as an undergraduate, are eligible to apply.

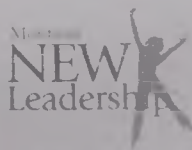
The program is led by faculty advisor Sara Rinfret, chair of the Department of Public Administration and Policy, Deeana Mansour, Interim executive director of the Maureen and Mike Mansfield center, provides administrative direction and Diane Sands serves as fundraising support.

### IMPACT

Montana NEW Leadership holistically supports the state of Montana by participating in a broader network in which students make lasting connections with Montana influencers in politics and business. Students build a lifelong leadership capacity with the ability to work across political perspectives and disciplines.

### S.E.A. CHANGE MOTIVATOR:

Similar to the UM Women's Leadership Initiative and other programs at UM, Montana NEW Leadership works to overcome traditional barriers to women's participation in politics, business, and leadership. Montana NEW Leadership serves women beginning their careers as leaders. Students in academic fields of study such as UM's Women's, Gender, and Sexuality Studies learn about historical and contemporary barriers to women's and other marginalized group's full participation in traditionally male-dominated fields. WGSS classroom experiences provide students with the tools to identify and analyze these problems. Programs like Montana NEW Leadership provide students with the tools and resources to work to address those problems.



## AAUW SALARY NEGOTIATION WORKSHOPS

Founded in 1881, the American Association of College University Women is the oldest women's organization in the country. A research and nonpartisan organization, AAUW advances gender equality for women and girls through advocacy, education and research.

Each semester, UM offers an AAUW Work Smart salary negotiation workshop for students and employees. This workshop educates participants about the gender pay gap, teaches how to access salary and market data and provides strategies for negotiating salary and asking for a promotion. Through these interactive workshops, participants gain confidence in their ability to advocate for fair pay.

### IMPACT

Work Smart workshops are available to all UM students and employees, and to employers who want to ensure their employees are paid fairly.

The workshops are coordinated by UM's office of Experiential Learning and Career Success, in conjunction with AAUW representative AAUW-Montana Salary Negotiation Project Executive Director Jesse Kuntz and G.G. Weix, professor of anthropology at UM and current president of AAUW-Montana.

### SEA CHANGE MOTIVATOR:

AAUW Work Smart workshops address the gender wage gap and its compounding, long-term impacts. Recent wage gap research shows that women lose an average of \$406,760 throughout a 40-year career on average. The pay gap affects women differently according to their race. In comparison to white, non-Hispanic men's earnings in 2018, Hispanic or Latina women earned 54%, American Indian or Native American women made 57%, Black or African American women made 62%, and White women made 79%.

AAUW's research shows that the gender wage gap means some Montana women have fewer resources to support their families, invest in the future and afford goods and services that would in turn benefit Montana families, businesses and the state economy. When women have control of their finances they are able to have a greater impact on the economy.

— Research provided by faculty in UM's  
Women's, Gender, and Sexuality Studies Program





## NATASHA KALONDE

**FIRST GENERATION AMERICAN  
VOICE OF DIFFERENCE  
FUTURE LAWYER**

**HOMETOWN:** San Bernardino County, Los Angeles and Bozeman

**AT UM:** Senior: History and Political Science. President of the ASUM Black Student Union.

**TRAILBLAZER BIO:** The daughter of Zambian immigrants, first-generation American Natasha Kalonde was raised near Los Angeles in southern California. That was, until her father accepted an academic position at Montana State University, and she moved to Bozeman as a junior in high school. She decided to attend UM as she wanted to remain close to family and take advantage of UM's strong humanities programs.

However, her first semester at UM "was spent mostly in a room by myself," Kalonde says.

"Missoula was a bigger culture shock than Bozeman," Kalonde says. "I don't know exactly why, I just felt a whole lot different from everyone else. It was hard to connect." Feeling isolated and lonely, Kalonde says her trajectory changed the moment she found the Black Student Union at the recommendation of fellow employee in the UM Food Zoo. In the BSU, she made fast friends in other students of color (whom she calls her "older sisters") who encouraged her to get involved and make the most out of the experience of being a student of color at a mostly all-white institution. Now a senior with her sights set on law school, Kalonde uses her time at UM to teach fellow students about experiences of difference.

"For most students here, I'm their experience of knowing a student of color and our experience in life and on campus is not the same as theirs," she says. "I've had to find the confidence to share personal experiences that allow me to better relate to other students and to hopefully widen their perception a bit."

**CHANGE-MAKER STATUS:** Each spring, Kalonde and the BSU organize the Black Solidarity Summit on campus, which brings together students from around the region with a keynote speaker. The event is in its third year and growing in attendance.

**S.E.A. CHANGE MOTIVATOR:** "I would like to see more faculty of color outside of African-American Studies or Native American Studies," Kalonde says. "It's important for students of color to see themselves reflected in a lot of different fields. I'd also like to see UM include student groups at Orientation, so if there's students of color joining UM, they see other people like them at the beginning of their academic journey."

### HOW WILL YOU CHANGE THE WORLD?

For years Kalonde watched her parents navigate complicated international paperwork and keep pace with changes in immigration law. Kalonde wants to support families like hers. "I'd like to be an advocate for changing the system, or at least serve as a guide throughout the system," she says. "From my view, it just doesn't seem to benefit either party."

## ABIGAIL BELCHER

**LOBBYIST  
SOCIAL JUSTICE ACTIVIST  
POLITICAL NAVIGATOR**

**HOMETOWN:** Whitefish

**AT UM:** Senior: Business Marketing. President of the Associated Students of the University of Montana.

**TRAILBLAZER BIO:** Belcher found ASUM during her freshman year and immediately became interested in the ways student governance works across higher education. She ran for ASUM Senate the following year, and found herself in Helena as the lobbyist for UM students during the 2017 state legislative session. After learning the nuances of politics and people at the state level, she worked both for Sen. Steve Daines and former gubernatorial candidate Denise Juneau in campaign capacities. Belcher balances her interest in public relations, politics and dialogue with her College of Business coursework, in addition to her seat on 14 different UM committees and regular standing meetings with University administration.

**CHANGE-MAKER STATUS:** Belcher is advocating for an emergency grant fund for students, which will allow UM students to remain in school after a financial hardship.

For example, a student can encounter "a" one-time financial hardship that can snowball quickly, and suddenly they're unable to finish the semester," she says. "That shouldn't have to be a deterrent to being able to stay in school."

Belcher was also instrumental in ASUM's support of UM's new Food Pantry, and advocated the pantry be part of ASUM's organization. Keenly aware of the real financial stress many students face, Belcher says student politics has taught her how to listen.

"I've learned so much from getting as many different viewpoints around the table as possible and just listening," Belcher says. "You have to find a way to make something important for everyone. That's easier when you take the time to listen and understand their motivations."

**S.E.A. CHANGE MOTIVATOR:** "I'm motivated by the diverse experiences of UM students," Belcher says. "I've realized my experiences afforded to me in student government and politics were largely because of my race, my gender and social class. Even having the finances to run for ASUM requires resources."

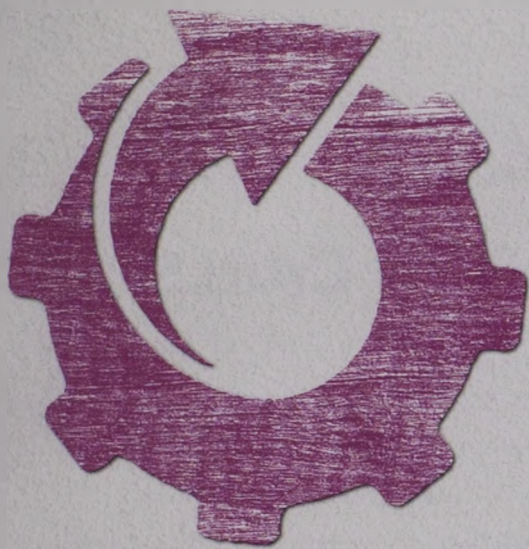
"Having the opportunity to understand the struggles of students from all walks of life and then pair that reality with policy and movement is incredibly motivating. Each student comes to UM with their unique set of circumstances and needs," she says.

### HOW WILL YOU CHANGE THE WORLD?

"Having a seat at the table just because I'm a woman isn't enough," Belcher says. "I think male voices tend to be louder than female voices, so we need to try harder to create new habits. That doesn't mean advocating that women be louder. Instead, I think it's about emulating dialogue and leadership from a place of equality. Equality in conversation from both men and women is a good start. If we can change the way to talk and hear each other, then there's a lot we can accomplish."







# PROGRAMS THAT **Empower** *and* **Accelerate** **WOMEN**

## **WOMEN'S LEADERSHIP INITIATIVE**

The Women's Leadership Initiative is an expression of UM's commitment to recognizing women's contributions and their impacts as professionals in the UM community. Founded in 2015, the initiative uses a cohort model to build the leadership capacity of female faculty, administrators and staff and includes members of the Missoula community. WLI focuses on empowerment, networking and creating systemic change to build empowering institutions that prioritize equity for all.

The WLI serves a cohort of female employees who are mid-career at UM and Clearwater Credit Union, as well as in the broader community.

Members participate in regular gatherings and leadership trainings; spend dedicated time with campus, community and state leaders; and lead community-wide discussions to build awareness of the cultural factors that both impede and enhance women's advancement in leadership.

The WLI is coordinated by Dr. Nicky Phear, Mansfield Center program director and UM Davidson Honors College faculty member.

### **IMPACT**

The WLI empowers members to identify personal strengths and areas for growth relative to leadership roles, and to articulate their vision and goals for their career paths. WLI members expand and deepen their networks of allies, supporters and mentors. Additionally, they develop and enhance professional relationships and build bridges across organizations.

In the community, the WLI has built a network of allies, supporters, and mentors to empower women. The partnership with Clearwater Credit Union forms an important bridge between UM and female leaders in private business.

### **S.E.A. CHANGE MOTIVATOR:**

According to research in UM's Women's, Gender, and Sexuality Studies, programs like WLI are integral to making meaningful change for women. WLI participants serve as mentors to younger faculty and business women and provide support to peers. WLI is a place where women in the workplace can see and inspire each other.

Partnerships between programs like Women's, Gender, and Sexuality Studies, Montana NEW Leadership, and WLI are providing broad-based tools and venues to overcome gender inequities.

## **THE WIL 2019 COHORT MEMBERS ARE:**

**ALISON PEPPER**, associate professor in the Department of Applied Arts and Sciences, UM Missoula College

**AMY FOWLER KINCH**, director, UM Faculty Development Office.

**ERIKA SYLVESTER**, financial service representative supervisor, Missoula Federal Credit Union.

**JASMINE ZINK LAINE**, policy and culture manager, UM Office of the Executive Vice President and Provost.

**JEANNE LOFTUS**, director, UM Franke Global Leadership Initiative.

**JENNIFER BELL**, assistant professor, UM School of Physical Therapy and Rehabilitation Science.

**KE WU**, associate professor, UM Department of Mathematical Sciences.

**MELISSA NEIDIGH**, associate director of operations, UM Housing

**RACHEL MAKI**, community engagement coordinator, Missoula Federal Credit Union.

**RACHEL SEVERSON**, assistant professor, UM Department of Psychology.

**SARA RINFRET**, associate professor and chair, UM Department of Public Administration and Policy.

**TWILA OLD COYOTE**, director, UM TRiO Upward Bound.



## EVELYN WALL

**ACTIVIST  
TRANSGENDER CHAMPION  
OUTDOOR EQUALIZER**

**HOMETOWN:** Billings

**AT UM:** Postbaccalaureate: Computer Science.

**TRAILBLAZER BIO:** Evelyn Anthony Wall graduated from UM with a bachelor's degree in biology with an emphasis in genetics and evolution in 2016. Shortly after graduation Evelyn joined a genetics lab at the Howard Hughes Medical Institute Janelia Research Campus. About a month into her new job at HHMI, she decided to leave. The years she had spent chasing the most fundamental truths of biological origins couldn't erase one glaring truth about herself. She took a job in Juneau, Alaska, as a sailing and glacier guide for a summer. After returning from the remote corners of Alaska, she made her biggest decision yet. In 2018, Evelyn decided to publicly transition and began living full time as a woman. Since then, Evelyn has become a trusted and active voice seeking greater equity and support for the LGBTQ+ community at UM and in Missoula.

**CHANGE-MAKER STATUS:** Wall is the founder and director of Out There Missoula, an ASUM student group that creates spaces for LGBTQ+ people in the outdoors and lowers the barriers of entry for LGBTQ+ people into outdoor jobs. In the group's first year, more than 300 people have used the outdoor recreation trips and trainings offered by Out There Missoula. Trainings teach everything from the technical skills of spinal stabilization to operating a mountaineering rig-and-pully system.

Additionally, Wall founded The Missoula Restroom Equity Group, a direct action network collaborating with UM's brand new Innovation Factory. The organization's mission is to prototype and manufacture gender-neutral bathroom signs for downtown Missoula businesses. Evelyn also works directly with members of the transgender community that need help accessing emergency housing and safe workplaces.

**S.E.A. CHANGE MOTIVATOR:** "There are blind spots in the ways in which we identify barriers to student success," she says. "If we're ever going to make real progress toward greater equity we must give up our power of decision making to those with the least power of all. We must build stages and microphones and then we must listen carefully."

When it comes to the outdoor recreation industry and representing LGBTQ+ people, Wall says there is a lot of improvements to be made.

"Queer people need wild spaces just as much as anyone else does," Wall says.

"More importantly, we need queer people and people of color to be in outdoor leadership positions, particularly in the 18-to-30 age range of outdoor guiding.

They need to be in those positions not only for a fun paid job, but to challenge and normalize their presence in that world in front of the sector of people who pay for those services."

### HOW WILL YOU CHANGE THE WORLD?

"I want to level the playing fields that we assume are already level," she says. "I want to hopefully change the way we think about going about manifesting equity, and I don't want to waste resources doing that. I have found success in putting people and programs into direct action that keep queer people safe. As long as that service model is needed and it's making a difference, I'm going to be there."

## ASHTYN CARLSON

**COWGIRL  
ENTREPRENEUR  
RODEO RECORD HOLDER**

**HOMETOWN:** Loma, Colorado

**AT UM:** Junior: Marketing. UM Grizzly Rodeo Athlete

**TRAILBLAZER BIO:** Carlson recently transferred to UM from the College of Southern Idaho, and she's making strides in the rodeo arena and in the classroom. Last year, Carlson won first place in barrel racing at the Collegiate National Finals Rodeo, helping her team win the National Reserve Women's Team title. Before that, she won the reserve women's all-around title and the reserve champion barrel racing title for the Rocky Mountain region. In 2018, she took home the title for National Barrel Racing Rookie of the Year and qualified the past two years to compete in goat-tying and barrel racing at the college finals.

**CHANGE-MAKER STATUS:** In addition to academics and rodeo, Carlson also owns and operates ABC Performance Horses, branded after her own name – Ashtyn Bree Carlson. Calling the company her "side hustle," she trains and markets rodeo horses in her spare time between rodeo circuits. Her business acumen landed her a sponsorship from the app Rodeo Buddy, which tracks horse sales and training characteristics. She's also sponsored by MVP Horse Supplements, Rock & Roll Denim, Panhandle Western Wear, Heart4Brand, and A Heart for Horses Inc. – a Montana horse rescue nonprofit.

**S.E.A. CHANGE MOTIVATOR:** "I'm inspired by the female culture in rodeo," Carlson says. "In any individual sport, it's going to get really competitive," she said. "But in rodeo, people just want to see you do your best. I love that part about it."

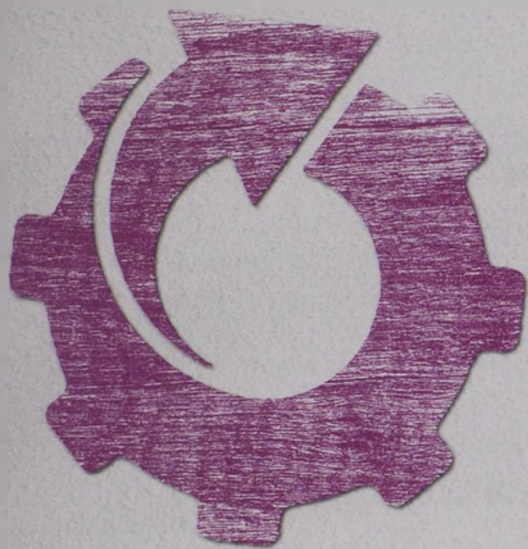
"Being a student at UM not only allows me to be a part of a supportive, kind community, but it also allows me to pursue my dreams in and out of the arena," she says. "I'm fortunate enough to continue my education at a prestigious University with a remarkable business college."

### HOW WILL YOU CHANGE THE WORLD?

"In the rodeo industry, women aren't allowed to compete in Team Roping at the professional level, and they only have one event at the National Finals Rodeo compared to the eight events men have (including the All-Around). Even though I've earned a good chunk of my accomplishments barrel racing (the one NFR event for women), I'm constantly striving for that prestigious All-Around title."







# PROGRAMS THAT **Empower** *and* **Accelerate** **WOMEN**

## **PURSUE YOUR PASSIONS**

The Pursue Your Passions program at UM builds educational, experimental and entrepreneurial programs for Montana women to create equitable, prosperous and collaborative futures for all.

Serving students, recent UM alumni, as well as community members, the program provides resources women need to pursue a career or launch a new business they're passionate about.

Directed by Morgan Slemberger, Pursue Your Passions lays the foundation for women to be entrepreneurs within the workplace by building leadership and problem solving skills and by empowering members with the understanding that they can be successful. Considering and acknowledging biases in entrepreneurship, Pursue Your Passions works also to make systemic change in businesses and non-profit organizations.

### **IMPACT**

Participants in this program form a better understanding of their abilities to design their own careers. Since the inception of the current model of the Pursue Your Passions program in 2017, five to 10 businesses have been created by graduates of the year-long cohort.

The Pursue Your Passions program also reaches women across the spectrum at UM. Its cohorts represents UM's diversity, serving a wide variety of majors, undergraduates and graduate students, intergenerational students, Native Americans, LGBTQ students and international students.

### **S.E.A. CHANGE MOTIVATOR:**

In 2019, the number of women CEOs of Fortune 500 companies reached an all-time high at 33. Unfortunately, that number is still represents less than 7% of all CEOs. Researchers point to the rising number of women on company boards as one explanation for this recent upward trend in women CEOs. Programs like Pursue Your Passions serve to further increase those numbers by providing women with mentors and training to pursue passions in a field historically dominated by men.

- Research provided by faculty in UM's Women's, Gender, and Sexuality Studies Program

## **WOMEN'S LAW CAUCUS**

The Women's Law Caucus, housed in UM's Alexander Blewett III School of Law, focuses on women's issues in law, helps women and families in the community and connects law students to attorneys and the Missoula community. The WLC is committed to celebrating strong, successful advocates.

The WLC serves UM law students and addresses needs in the Missoula community through existing and new efforts.

Through its mentorship program, the WLC hosts social and networking events including discussion panels that give students a better understanding of their field.

For the past 23 years, the WLC has held an annual silent auction with proceeds directly given to the YWCA's Pathways Program, which offers shelter, crisis counseling and support for survivors of domestic and sexual violence.

The WLC is currently led by President Elaine Nichols and Vice-President Afton Jessop.

### **IMPACT**

The WLC promotes awareness of the systemic issues women experience as practicing attorneys and within the legal system. Students become and informed and empowered with the tools necessary to be forces of change in the practice of law.

Through its mentorship program, the WLC creates positive relationships with the community. Each year its strong advocates perpetuate this cycle of relationship building.

### **S.E.A. CHANGE MOTIVATOR:**

Research shows that mentors and networking are key to the success of marginalized groups in fields traditionally dominated by or associated with men. While women represent an equal proportion of law school students, the realities of the legal field still pose numerous challenges for them. The Women's Law Caucus serves a vital role for women in UM's School of Law who wish to better understand those issues, to develop mentorship networks and to give back to their community.

- Research provided by faculty in UM's Women's, Gender, and Sexuality Studies Program



# UM Trailblazers

## JESSI KOPPERDAHL

**MOTHER  
NEUROSCIENTIST  
MENTOR**

**HOMETOWN:** Billings

**AT UM:** Junior, Neuroscience, TRIO Mentor

**TRAILBLAZER BIO:** In 2011, Kopperdahl arrived on the UM campus as a new mother, a first-generation college student and a Native woman without a support network 400 miles from home. She struggled to find a community, the resources to thrive and she felt terribly isolated. She returned home to care for her young child until she could establish a support network at UM. Her grandmother always told her even through illness to be sure to get an education, because it can never be taken away. The passing of her grandmother in 2014 was Kopperdahls' motivation to pack the car and head back to UM once more. This time, with a second child and more determination.

"I just started researching all of the programs available to people like me and the resources on campus, because I knew I had to make it work," Kopperdahl says.

On one particularly overwhelming day, Kopperdahl walked into UM's TRIO Student Support office "and completely fell apart," she says. Kopperdahl said the UM TRIO

staff immediately welcomed her, and empathized with the very real struggles of a non-traditional student and single mother pursuing a college degree. They helped her find resources, navigate financial aid and did everything possible to get her to stay in school. It worked. Kopperdahl is now a junior in UM's neuroscience program conducting her own research in a lab.

**CHANGE-MAKER STATUS:** Kopperdahl regularly mentors other first-generation students on campus and served as a panel member this fall for UM's National First Generation Student Day. She also takes upper division neuroscience coursework, UM's newest academic major, and works in an evolutionary genomics lab under Dr. Jeffrey Good, where she is mentored by Dr. Emily Moore, a postdoctoral student.

She says she balances her Indigenous knowledge (Kopperdahl is Blackfeet and Sioux) with cutting-edge science practices, "and tries to see one as complementing the other."

**S.E.A. CHANGE MOTIVATOR:** "I'm inspired by students who struggle and are open about it, because the easy thing is to keep quiet about the struggle and that's when people can feel invisible or even quit school altogether because they think it has to be that way," Kopperdahl says.

**HOW WILL YOU CHANGE THE WORLD?** "I want to go as far as I can in my educational path in science," she says. "I want to work with students in academia who share similar experiences as me. I didn't come from a family that was educated or stepped beyond what was already written for them. I want to eventually inspire and continue to help other students who are like me – who didn't take a traditional route to education but made their own path."



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Montana Public Radio is proud to support UM's S.E.A. Change efforts by connecting communities through exceptional storytelling and programming for Montanans.



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- Kelly Moffitt, Creator and Writer for Flyover Podcast Newsletter



**UM journalism alumna Nora Saks tells the complex story of Montana's Richest Hill – the past, present and future of Butte Montana.**

On the "Best Podcasts of 2019" list

- The New Yorker magazine

"Richest Hill, a new podcast from Montana Public Radio, made me care intensely about the former copper-mining boom-town of Butte, Montana – and urgently want to understand it better."

- Sarah Larson, The New Yorker



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JOIN THE UM MOVEMENT TO CREATE  
A MORE EQUITABLE WORLD.

**TOGETHER, WE WILL POWER  
A SEA CHANGE.**



UM faculty, staff and students  
Sept. 24, 2019





# S.E.A. CHANGE

Safe • Empowered • Accelerated

Thank you to Dennis and Gretchen Eck for their foundational gift.

## LEADERSHIP INITIATIVES

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### S.E.A. CHANGE INITIATIVE FOR UM STUDENTS

Your support of this initiative will provide undergraduate, high school and middle school students with educational opportunities to be empowered change makers who understand, navigate and address societal biases.

These students will grow into successful and influential professionals committed to gender equity. Building upon the Ecks' lead gift, essential future contributions will support holistic programming in four areas: mentorship and research, mindset building, entrepreneurship and leadership.

### RENOVATION OF JEANNETTE RANKIN HALL

Contributions designated to Jeannette Rankin Hall will activate the Ecks' seed funding and escalate the pace of interior renovations, including additional classroom interactive technologies, access for students with disabilities, and the buildout of a home for the S.E.A. Change Initiative.

Your gifts to support this inspired project will ensure that the building — named for Montana's beloved champion of women — is thoughtfully re-imagined for the next century, ultimately garnering renewed prominence on the University of Montana campus.

### POWERING S.E.A. CHANGE AT UM

In addition to the above leadership initiatives, UM continues to invite support of these critical programs and services which advance efforts to sustain a safe campus that accelerates and empowers all students.

#### SAFE

Student Advocacy  
Resource Center

#### EMPOWERED

Women's Leadership  
Initiative

Women's, Gender and  
Sexuality Studies

#### ACCELERATED

Pursue Your Passions

Learn more about S.E.A. Change | [umt.edu/sea-change](http://umt.edu/sea-change)

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**MONTANAN:** Much of your research is centered on making the outdoors accessible by eliminating barriers to recreation. That work naturally echoes the S.E.A. Change movement on campus. How do you view your role in the social movement?

**METCALF:** I am a woman, mom, wife, professor, mentor, sister, scientist, friend and colleague. All these traits make me uniquely poised to be part of this social movement. In fact, the thing I love about S.E.A. Change is that everyone, regardless of background, is part of the movement. I believe many of us on this campus are promoting S.E.A. Change without actually realizing we are; our students, staff and faculty are all making UM a more habitable place for women.

I see natural linkages between S.E.A. Change and my own research focused on connecting the outdoors to all. I believe everyone has the right to go outside and experience all that Montana has to offer. This can mean creating accessible outdoor recreation areas or providing opportunities for underrepresented groups to experience a new activity. However, the most relevant S.E.A. Change research I conduct is focused on female hunters, specifically trying to understand the constraints they face and how they negotiate through them.

Women are the fastest growing demographic in hunting, despite research about the topic being underfunded and understudied. My hope is that I can be part of S.E.A. Change and elevate the need in science to continue these fascinating areas of research.

**MONTANAN:** UM students speak highly of receiving academic advising from you, particularly citing your guidance on job prospects. Many female students report that your advice on salary negotiation is immensely helpful. What have you gleaned from these conversations when it comes to female students being prepared for a critical moment in burgeoning careers?

**METCALF:** I'm interested in ensuring my female students know the challenges that are before them and the rights they have to equity and fairness while at UM and in their future careers. For my undergraduate students, I want to empower them and help build confidence to seek jobs in a male-dominated profession. This means I spend a lot of time talking with my female students to understand their challenges, promoting them beyond the classroom and helping them find internships and jobs with employers that provide a safe and empowered atmosphere. I also train all my students on the importance of diversity in natural resource and recreation management by creating conversations about gender, culture, disabilities, the senior population, income and more.

Most of my graduate students right now happen to be female, and they have pushed me to clearly articulate the challenges that lay before them. We've had very honest conversations about how to negotiate salary, what to do when you are not being treated fairly, how to straddle the fine line women face of being assertive but not "bossy," and workplace communication. The S.E.A. Change movement is about opening up these conversations to the larger campus community, sharing frustrations, but also figuring out solutions.

**MONTANAN:** You've co-taught a Hunting for Sustainability course, where students are instructed how to hunt, dress and prepare wild game. That's an empowering skill set for anyone. Do you view competent field skills as a form of leadership?

**METCALF:** A critical component of leadership is self-efficacy and social support, so that people can feel like they have the confidence to be a leader and the right people around them who will support their efforts. That is exactly what we are teaching in our Hunting for Sustainability class. Josh Millsbaugh, my co-instructor, and I want our students leaving confident and feeling like they have a network of people around them who support them. We are not necessarily interested in creating new hunters; rather, we are more interested in creating stewards of hunting. Because of this, we are able to focus on deeper challenges associated with hunting like fears, confidence, values and ethics, while also building skills like firearm safety and butchering. Our female students in the class have been exceptional. Some of our early students just sent me a photo of their first bucks! They were on a hunting mentorship weekend with UM's Backcountry Hunters and Anglers student club. What was amazing to me was that they did it together and they felt confident in sending a picture to me. I had a mixture of emotions: pride, excitement and deep gratitude for getting to be part of their experience. The women I teach are part of the S.E.A. Change.

**MONTANAN:** How does your experience as a working mother in academia contribute to powering a societal change for the betterment of all people? (Metcalf and her husband, Alex Metcalf – also a faculty member in the college – have two young children.)

**METCALF:** I have had many people say to me, "Wow, how do you do it?" or "You have great work-life balance." This, is of course, a myth and I am honest about that with folks. I work long hours, I stress out and I often feel like I am failing at absolutely everything. But for me, part of S.E.A. Change is being honest about that. It's hard, it's a slog sometimes, but if you want the world to change you have to be willing to commit to it over an extended period of time.

Before coming to UM, I didn't realize that women in academics can have families. This was an exceptional revelation for me. I was able to surround myself with colleagues on campus who also valued this and knew how to best negotiate the system. In particular, I was able to have honest conversations with my promotion and tenure committee, and they were the ones who encouraged me to chart my own path. So, during rank advancement to associate professor and the tenure process, Alex and I decided to have two babies. Recently I was at a conference and someone noted they hadn't seen me in the past few years. My response was "I was having babies and getting tenure." Alex and I laugh at this now, but if it wasn't for the support of my colleagues and my husband, I wouldn't have been able to achieve this level of success.

My hope is that sharing stories, empowering women, creating safe spaces and encouraging all people to work toward equality will eventually create the S.E.A. Change the UM community wants and needs.





S.E.A. CHANGE FACULTY SPOTLIGHT:

## **LIBBY METCALF**

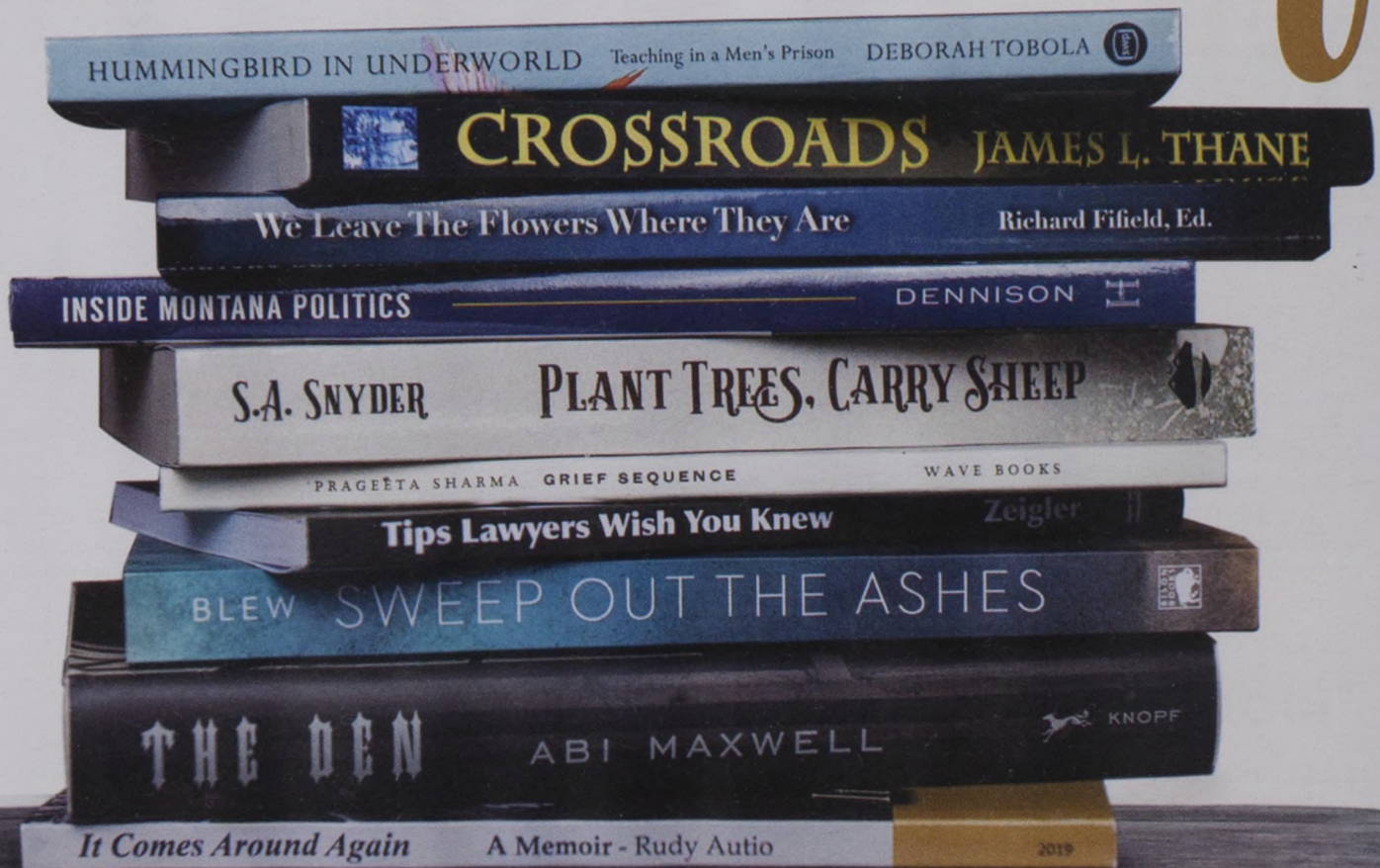
Libby Metcalf specializes in the ways humans interact with the natural environment, specifically how Montanans explore their own landscape. As an associate professor in UM's W.A. Franke College of Forestry and Conservation, she provides oversight on how state agencies like Montana Fish, Wildlife and Parks can promote the human perspective of wildlife, while she teaches a full class load, directs Montana outdoor recreation plans and UM's Parks, Tourism and Recreation Management program, and co-chairs UM's Department of Society and Conservation – all while serving on several committees on campus. In between these obligations, Metcalf mentors students and works to advance the mission of S.E.A. Change at UM.



# Bookshelf

Ten recently published books with UM connections

BY GINNY MERRIAM





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**Hummingbird in Underworld: Teaching in a Men's Prison** by Deborah Tobola. *She Writes Press, 2019, 205 pages, \$16.95.*

Deborah Tobola spent nine years as teaching arts and creative writing to prisoners at the California Men's Colony in San Luis Obispo. There she found a love of engaging imprisoned men in the arts and helping them discover their creative voices. Her students won writing awards and produced original plays with music. Despite their success, her programs fell to budget cuts. She earned a degree in English at UM.

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**Crossroads: A Flathead Valley Mystery** by James L. Thane. *Moonshine Cove Publishing, 2019, 254 pages, \$14.99.*

Missoula native, UM history and sociology graduate and mystery writer James L. Thane immerses his readers in a tense story that illustrates the drama concerning the future of Montana's forests. Thane's protagonist, Dave Matthews, is a Kalispell attorney who is drawn onto that stage when he agrees to defend a millworker accused of murdering a prominent environmentalist. Is his client innocent? The evidence seems to say otherwise. Thane explores Matthews' wrestling match with his regrets and the magical pull of Flathead Lake.

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**We Leave the Flowers Where They Are: True Stories of Montana Women**

*Memoirs by 40 Montana women, curated by Richard Fifield. Sweetgrass Books, 2019, 185 pages, \$17.*

The Montana women whose stories are collected in this anthology are poets, lawyers, directors of nonprofits, environmental activists, homemakers, mothers of gay sons, booksellers, teachers of writing and more. Many are UM graduates. They were all students in writer Richard Fifield's memoir class during the past five years, and they have stories. "My own life has been forever changed by witnessing the bravery of these writers," Fifield writes "and I did my best to get out of the way and offer up a safe space."

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**Inside Montana Politics** by Mike Dennison. *The History Press, 2019, 223 pages, \$21.99.*

Montana journalist Mike Dennison brings a special wisdom and immediacy to the stories of the past few decades: He was there. Dennison, a UM School of Journalism graduate, tours his readers through Judy Martz, Marc Racicot and Brian Schweitzer's terms as governor; the fall of Montana Power Co.; Sens. Jon Tester, Max Baucus and Conrad Burns; the 1991 prison riot; and a story of justice gone awry.

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**Grief Sequence** by Prageeta Sharma. *Wave Books, 2019, 104 pages, \$20.*

Poet and former UM creative writing Professor Prageeta Sharma shares in small essays and poems her life with and the death of her husband in their Missoula home. Traveling through their marriage, his illness, friendships lost and found, the medical establishment and raw grief, Sharma shares a book of sharp emotion. "I'm exposed and knew that was the last thing you would ever have wanted for me. To feel so abandoned like a Victorian book."

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**Tips Lawyers Wish You Knew: Going it Alone at the Courthouse** by Ann D. Ziegler. *Rio Grande Books, 2019, 152 pages, \$17.95.*

Ann D. Ziegler brings a marriage of an MFA in creative writing from UM and a law degree, along with 30 years' practice of federal law, to her how-to guide to the legal system. She shares common-sense tips that range from what to wear to what position cell phones and laptops should be in court – off – to explanations of mediation and arbitration. She aims to make civil procedure less scary for the average person and show the average person how to be a good client.

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**Plant Trees, Carry Sheep: A Woman's Spiritual Journey Among the Sufis of Scotland**

by S.A. Snyder. *Luna River Publishing, 2019, 320 pages, \$14.95.*

Armed with UM degrees in forestry, wildlife biology and journalism and a yearning for connection with people and the spiritual world, Sarah Snyder left Montana for a tree-planting job on a sheep-raising estate in Scotland. She didn't know what Braemar would turn out to be. Spiritual retreat? Religious cult? A mix of the Qur'an and the Scottish countryside? And she is expected to plant 6,000 trees, manage the chickens, corral the sheep and manage an acre of vegetable garden.

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**Sweep Out the Ashes** by Mary Clearman Blew. *University of Nebraska Press Bison Books, 2019, 272 pages, \$19.95.*

UM English graduate and professor emerita at the University of Idaho, Mary Clearman Blew sets her new novel in the fictional northern Montana town of Versailles in the 1970s. Diana Karnov is one of two female professors at Versailles State College. The winter is cold, and the winds are strong. Diana learns about the mysteries connected with her father and falls into a romance as the reader falls into the landscape. Blew is a recipient of the Western Literature Association's Distinguished Achievement Award.

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**The Den** by Abi Maxwell. *Alfred A. Knopf, 2019, 272 pages, \$25.95.*

Abi Maxwell has feet in two settings 150 years apart as she tells two interwoven stories of young women who are ostracized and disappear from the same New England community for the same reasons a century and a half apart. Each has a sister who searches for her, and both sisters come across the same strange old myth about a family transformed into coyotes. Maxwell earned an MFA in creative writing at UM.

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**It Comes Around Again: A Memoir** by Rudy Autio and Lisa Autio. *Rattlesnake Valley Press, 2019, 116 pages, \$39.99.*

Rudy Autio established the ceramics program at UM and has been called one of the most important and influential ceramic artists to touch the medium of clay. He joined the UM faculty in 1957 and stayed active in the ceramics world until his death in 2007. Visitors to Missoula see his work everywhere, from his dynamic horses in the Performing Arts Center on campus to his ceramic mural on the Missoula Fire Department station on Madison Street. His memoir, written for his children, takes the readers from his Finnish roots in Butte through his start at the Archie Bray Foundation through his years at UM.

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# THE HOUSE THAT ROB BUILT

## THE INSPIRING TRUE STORY OF ONE OF THE GREATEST COACHES IN COLLEGE BASKETBALL HISTORY

At a time when women weren't taken seriously as athletes, Rob Selvig took the reins of an unknown program at the University of Montana. Through passion and grit, he inspired greatness in Lady Griz Basketball for generations to follow, bringing young women from small towns, ranches and reservations to prominence in athletics nationwide.

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## Q&A with **DENISE GRILLS**

**Denise Grills '80 has come a long way from the days of staying overnight in UM's Liberal Arts Building basement, waiting for her programming printouts as a business and computer science student.**

Now vice president of a major technology company, Grills has spent 35 years working her way to the top of her field as manager of a global team. Passionate about career growth, she also is a major proponent of UM's Women's Leadership Initiative, a yearlong leadership training and network-building program specifically focused on accelerating females into impactful careers. Grills offers insight into the role of women in the workforce and in the community and her own career path as a leader in the field of technology.

### **What was your experience as a female computer science and business major at UM?**

When I was at UM during 1976-80, there were female students in the business school, but definitely not in the computer science classes. I remember one class of about 80 students that included only one other woman besides me. I had to phone the professor one day, and he asked, "Are you the blonde or the brunette?" I guess it was pretty obvious we were the minority.

My struggle at that time was convincing myself that I was as smart as everyone else. I remember getting my grade back on a challenging computer science exam and realizing I had one of the top scores. It was definitely an I-can-do-this moment.

### **How have you been involved with the Women's Leadership Initiative?**

I serve as an adviser to WLI. I initially coached the first cohort. That first cohort of amazing women responded by focusing on their development and overcoming the many roadblocks they were encountering in their lives and careers, such as male-dominated departments and meetings. There were a couple of women who made changes in their relationships, and most gained confidence. It was so fantastic to see them blossom, and I am so proud of the accomplishments of these first cohorts and the benefits the University has received.

### **How was your desire to become involved impacted by your background?**

Since my three sisters and I all graduated from UM and have had successful lives and careers, I definitely want to give back to the University. I owe all my success in life and my career to my family and UM. My UM education gave me the path to pursue a Master of Business Administration degree, and I met my husband of 34 years.

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As a young first-generation college student, my hope was to find a good job and travel. Never did I imagine that traveling for business would enable me to see the Taj Mahal, Great Wall of China, Eiffel Tower and so many other exciting sites around the world. Not only have I been able to support my family, but now am able to help others in return.

As a manager for over 20 years, I have worked with my staff to help them to be successful and balance work-life. Many of my former employees come back to me for mentoring, and it is one of the most enjoyable things I do. I hope I can help the WLI cohort through many of the stumbling blocks I have encountered and give them encouragement and the skills to keep going.

### What were some of these stumbling blocks?

I wish I would have reached out to ask for what I wanted. Mid-career, I worked with men who saw women as hourly employees. They would just ignore and talk over us. I've seen my share of sexual harassment. It's stressful. It takes a lot out of you to go through that.

### What is the importance of initiatives to accelerate women in learning environments like UM?

Women have certainly moved up, but at the time WLI was founded by President Engstrom, women were not in top leadership positions at the University. Focusing on improving leadership at the University, and specifically for the 12 women in the cohort, was a brilliant way to make progress.

The women of the first cohort have leapt forward in their careers and lives. They are leaders in the University and community, have made academic progress and, in some cases, made significant changes in their personal lives. Cohort members moved into new leadership roles, participated in the strategic initiatives for UM and served on the search committee for the new president. I am very proud of each one of them. All they needed was confidence that came to them through developing new skills, networking and believing in their abilities. They are all superstars or they wouldn't have been selected, and they exceeded in ways we didn't imagine.

### What about accelerating women in workplaces?

I work for a company with a very strong female leadership team and a women's leadership program that supports women in the workplace in all aspects. Support at this level is invaluable, particularly in enabling growth in young employees.

However, treatment of women in the workplace still needs improvement. Women I coach have had unfavorable experiences at companies where they've interviewed and work. Fortunately, they have the strength and backing to speak up and get their issues addressed, but not without significant stress. Many women are in jobs where they feel they don't have power and could lose their income, health benefits, along with the ability to support their families.

It's up to each person to plan their own career. As women, particularly if we were the top students, fast-tracked early in our career, we wait for the "tap on the shoulder" to move to the next step in our career. At some point, you need to develop and state your goals to management. Then ask your management to be very clear on what you need to do to get your promotion, new role or whatever you have defined. There are many people who want to move up and, if you aren't asking, the people who are asking will move ahead of you.

### What is your advice to females who may be in the minority in their career field?

There is still an imbalance of women to men in the workplace, but, as always, do the best job you can, don't be afraid to ask for what you want and if you are being treated unfairly, or see someone else treated unfairly, speak up. I am encouraged by one young woman who told me that a young man at her company observed some questionable behavior and went to HR with his concerns. We are definitely moving forward in the advancement and treatment of everyone in the workplace regardless of gender.

UNIVERSITY OF MONTANA  
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**ALUMNI**  
UNIVERSITY OF MONTANA



## 1960s

### DOUGLAS BALL

'67, Southport, NC, retired as the director of the National Drug Intelligence Center after working as a special agent in the FBI. He later served as vice president of the Specialized Carriers & Rigging Association. His wife, Janet Seines Ball '70, is retired from a 38-year career in real estate.



### DOUG MACCARTER

'67, Kalispell, received the Outstanding Conservation Achievement Award from the Flathead Chapter of the National Audubon Society, along with his identical twin brother, the late Don MacCarter '66. The MacCarters won the award for decades of monitoring raptors – notably ospreys – in northwestern Montana through UM's Flathead Lake Biological Station. The brothers earned master's degrees in wildlife management from Humboldt State University in California, using their osprey research as the subject for their dissertations. UM journalism graduate Jane Stahl MacCarter '67, Don's wife for more than 50 years, accepted the award on his behalf.



### MICHAEL CUFFE

'69, Eureka, is serving in the Montana Senate after four terms in the Montana House of Representatives. This summer, he was elected president of the Pacific Northwest Economic Region, an association of legislators from five Northwest states and five Canadian provinces.

### RONALD SCHLEYER

'69, M.A. '78, St. Paul, MN, is an independent researcher in philosophy. "Hearty greetings to my J-school classmates and to acquaintances who may remember me from my time in Missoula," he says. "I learned to write in Missoula, and this proved key to all my future (and now present) happiness. One can't ask an Alma Mater for more!"

# CLASS NOTES

We want to hear about your lives! Send your news and photos to the University of Montana Alumni Association, Brantly Hall, Missoula, MT 59812.

Go to [www.grizalum.org](http://www.grizalum.org) and click on "Submit a Class Note," email [alumni@umontana.edu](mailto:alumni@umontana.edu) or call 1-877-UM-ALUMS (877-862-5867).

Material in this issue reached our office by Aug. 9, 2019.

Note: The year immediately following an alum's name indicates undergraduate degree year, while graduate degrees from UM are indicated by initials.

Whenever you change your mailing address, please contact the alumni office. *Thank you.*

### FEATURE PHOTO

These UM grads took their Griz fandom to Moscow, Russia, in October: **Ernie Ratzburg '64**, **Mary Lou Salvesson Ratzburg '64**, **Frank Thomas '69**, Cheryl Thomas, **Keith Urbach '67** along with his Bobcat wife and a good sport, Sue Urbach. All are from Polson.



## 1970s

### DEBBY BEALS AND KEITH BEARTUSK '71,

During the Sept. 21 Griz football game, Monte stopped by for a picture with high school sweethearts Debby Beals and Keith Beartusk '71, who were celebrating their 50th wedding anniversary. Debby worked for School District No. 2 in Billings, and Keith worked as a smokejumper during college. After college, Keith worked for the U.S. Forest Service and the Bureau of Indian Affairs for 36 years, during which he also served in the Montana National Guard. He was elevated to the federal Senior Executive Service in 2006 and served the last 10 years of his career as regional director for the Rocky Mountain Region of the BIA, working closely with Montana and Wyoming tribal leaders. The Beartusks have two daughters, Miki and Tahnee '97, M.B.A. '99, and four grandchildren.



### PATRICIA CAGNEY SHEEHAN

'75, Chicago, is the certified mastectomy fitter/owner of Second Act Cancer Recovery Boutique in Chicago. After a 30-year career in advertising, Sheehan has spent the past 11 years working at the boutique, downtown Chicago's only cancer recovery boutique accredited by the American Board for Certification in Orthotics, Prosthetics and Pedorthics. The boutique provides post-breast cancer surgery and compression garments, wigs, hats, scarves and accessories for cancer patients and survivors.



Sen. Tammy Duckworth, lead sponsor for the Senate's Breast Cancer Patient Equity Act, visited the boutique to meet with breast cancer survivors. Sheehan is pictured in back row, third from right.



### PETE WILKE

'79, Laguna Niguel, CA, received the Delta Pilot's Mutual Aid Lifetime Achievement Award for his service on the board of directors from 1999-2019. During this time he served as secretary, vice-chairman and two time chairman for the multimillion-dollar nonprofit



## SUE CONSOLO-MURPHY

M.S. '83, Moose, WY, is retiring after 41 years of government service and a career as the chief of science and resource management at Grand Teton National Park and the John D. Rockefeller Jr. Memorial Parkway. At the National Park service, she helped with restoring native vegetation; managing grizzly bears, bison and elk; removing two dams to aid native fish passage; completing a strategic Historic Properties Management Plan; and building the Grand Teton archives. In nearly 20 years at Yellowstone, she contributed to grizzly bear recovery and wolf restoration and experienced the 1988 wildfires. She also worked in numerous national forest and park lands. A member of the second graduating class of the NPS's National Resource Specialist Training Program, she received the 2013 NPS Director's Award for Excellence in Natural Resource Management.



## TERRY ROPER

'89, Moose, WY, also retired after 31 years with NPS and as the fee and revenue business manager of Grand Teton National Park. Roper began her career in 1988 at the Moran Entrance Station in Grand Teton. She transferred to Yosemite National Park in 1996 and assisted with a variety of jobs when the Yosemite Valley flooded, including work in campgrounds, entrance stations, headquarters, interpretation and budget. In 1997, she returned to Grand Teton as a supervisory visitor-use assistant. She has spent the past six years on Type 2 Great Basin wildland fire teams in various capacities within the finance section.



## BACHCHI SAMAHON-OMAR

'89, M.B.A. '92, M.Acct. '93, Boise, ID, became the first financial controller for Volkswagen and Audi of Boise. He is a founder of Treasure Valley CFO Forum, a nonprofit representing accounting and finance professionals throughout the Treasure Valley.

## 1990s

### DEIRDRE ABRAMS

'94, McCall, ID, received Idaho's Presidential Award for Mathematics and Science Teaching, one of the U.S. government's highest awards for K-12 math and science teachers. She has taught for more than 23 years, spending the past 12 years teaching science at Donnelly Elementary School. Abrams also holds a master's degree in education, curriculum and instruction from Boise State University. (pictured second from left)



### JOEL TICKNER

M.S. '94, Lunenburg, MA, is a professor of environmental health at the University of Massachusetts-Lowell, the project director of the Chemicals Policy and Science Initiative of the Lowell Center for Sustainable Production, and founder and executive director of the Green Chemistry and Commerce Council. His passion lies in changing mainstream chemicals to safer and more environmentally healthy alternatives.



## HEATHER LATINO

'95, J.D. '98, Vienna, VA, recently was promoted to deputy legal director for the District of Columbia's Legal Aid Society, D.C.'s oldest and largest civil legal services provider. Her responsibilities include overseeing Legal Aid's Consumer and Housing Law practices and advocating on behalf of low-income litigants to improve access to justice in the district's high-volume courts. Latino previously served as a supervising attorney in the Housing and Consumer Law units.



## ELIZABETH ARONOFF

'98, Stoughton, WI, just released her book "The Flight of The Starling: A Fairy Tale." She describes it as "a funny fairy tale for anyone who likes such things, aged 9 and up." Aronoff has a UM creative writing/English degree.

## ERICA OLSEN

M.F.A. '98, Vernal, UT, published "Girlmine," a micro-chapbook of very short stories with Bull City Press, a small literary press in Durham, NC.



## PHOTO FEATURE

(Kenya): Gail (Sylling) McGlothlin '81, Laurel; Lonnye Finneman, Pharm.D. '00, Billings; and Alan Staszczuk '80, Billings, visited Christ's Gift Academy in Mbita, Kenya. The non-boarding private primary school is mostly composed of orphans who live with a responsible family member and attend daily school. The team of 13 completed medical and dental exams for each of the children, participated in classroom and PE activities, and constructed roof structures to cover and protect the new water tanks for the school.





## LAUREN GRAHAM

'99, Powell, WY, recently was named Wyoming's 2019 Social Worker of the Year by the National Association of Social Workers. Graham, who specializes in treating trauma, is known throughout the area for her dedication to children's mental health. She opened her practice in 2014 after working in Alaska.

## 2000s

### SUSAN POWELL

'00, Canaan, NY, is the proud co-owner of Home Range Winery in eastern New York, which opened this fall. Powell holds a degree in forestry. "Forestry is very closely aligned to the horticulture required to maintain a sustainable crop of grapes and fruit products that we utilize in our product," she said. "I'm very grateful to have received a high level of training from UM that lends to this venture."

### SHELBY SCHAREN

'00, Detroit, has become a landscape architect for the Detroit office of Quinn Evans. She has worked on cultural landscape studies and plans for historic sites and parks throughout the country. She is a member of the American Society of Landscape Architects, the Historic Preservation Professional Practice and the Alliance for Historic Landscape Preservation.



### BRIAN GLASPELL

Ph.D. '02, Eagle River, AK, is the new chief of refuges for the Alaska region of the U.S. Fish and Wildlife Service. He leaves behind his job as the National Elk Refuge manager in Wyoming. He previously worked as manager of the National Arctic Wildlife Refuge. In his new position, he oversees 77 million of the 100 million acres of refuge on the continent.



### MIHO ITABASHI

UM alumni remain connected all over the world. Pictured is President Seth Bodnar and College of Business alumna Miho Itabashi '03 in Japan.



### MEGAN SCHUKNECHT

M.S. '04, Missoula, has helped develop multiple nature-inspired innovations for the Biomimicry Institute as the director of design challenges. She built the Biomimicry Education Network and the Biomimicry Fellows Program for faculty who use biomimicry in their curricula, as well as the catalog AskNature. She also has designed the Biomimicry Launchpad to help university students and professionals advance their ideas beyond concepts.



### SARAH ARONSON

M.S.W. '07, M.F.A. '17, Missoula, is debuting her collection of poems "And Other Bodiless Powers" with a Montana book tour. The anthology received the 2018 New American Poetry Prize. Aronson also is a producer for Montana Public Radio and host of "The Write Question."

## JESSICA DEMAROIS

'07, J.D. '11, Cert. '11, Helena, has returned to Missoula to join Goodrich & Reely PLLC as an associate attorney. She previously practiced in Seattle and Helena in the areas of tax, estate planning, business transactions and liquor licensing.

## HILARY ZARANEK ANDERSON

'08, Melville, MT, was honored at the Mayflower Hotel in Washington, D.C., for her nationally recognized conservation work. Anderson's efforts focus on developing practices that allow wildlife and livestock to coexist, and her ranch north of Yellowstone has been featured in National Geographic and Montana magazine for its example of coexistence between grizzly bears and livestock.

## MICHAEL MALAMENT

'08, Missoula, is out on the river most of the year photographing the people who paddle through the Alberton Gorge. As the owner of Montana River Photography, he has marked 10 years and millions of photos capturing adventurers on Montana's rivers.



## RYAN HANSEN

'09, M.B.A. '16, Missoula, is the CEO of LumenAd, which just became No. 29 on the Inc. 5000 list. LumenAd, a software company, made the list for its exponential growth – 7000% over the past year. UM holds distinction as one of LumenAd's first clients.



## 2010s

### JAIME BACH

M.A. '10, Ph.D. '17, High Springs, FL, was invited along on a National Geographic expedition led by Robert Ballard searching for Amelia Earhart's plane off Nikumaroro Island, Kiribati. Although the expedition did not find the plane, they did come across some interesting fragments. Bach wrote her UM dissertation on the impact of climate change in Micronesian villages on Kiribati just two years ago and has worked in anthropology since.

### CAITLIN GILL

'12, Missoula, studied what it takes to save species in the wild this past summer. Through engaging with local partners, she developed and tested site-specific methods of community engagement to sustain ecological and social health in Hawaii. Gill, a community engagement coordinator at the Humane Society of Western Montana, lives in Missoula and is a graduate student in Miami University's Advanced Inquiry Program.

### BRIAN MOSES

'13, Manchester, NH, married Stephanie (Schlauch) Moses '13 in New Hampshire on May 11, 2019. Both are graduates of the class of 2013.



### SARAH POOLE

'14, Missoula, along with Kat Cowley '18, Missoula, has helped develop the new UM Food Pantry as the campus AmeriCorps VISTA member. In her role, she is in charge of fundraising, advocating and researching. Poole, who also is working on her master's degree in social work, previously was a baker, and she served as a food security volunteer in the Peace Corps in Nepal from 2017-19.

### KAYLA SEAMAN

M.B.A. '19, Kalispell, competed in the Miss Rodeo America finals in Las Vegas this December. The competition is eight days long, and competitors are judged on personality, public speaking and appearance, as well as rodeo knowledge. Seaman is the first Miss Last Chance Stampede in 23 years to win the Miss Rodeo Montana title.

### GAGE SMITH

'19, Whitefish, is raising funds to train at the U.S. Olympic Training Facility in Lake Placid, N.Y., for the U.S. Bobsled Team. Smith played football and ran track at Whitefish High School and also was a linebacker for the Grizzlies.

# A LASTING LEGACY

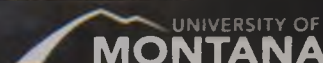
**If you have ever considered buying a brick on the UM Oval, now is the time!**

UM will raise the price from \$150 per brick to \$200 in June 2020. Each brick surrounding the Grizzly Bear statue makes a great gift, memorial or tribute to students, alumni, family members or friends. Brick purchases also support your university.

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The next engraving happens in April 2020.

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# IN MEMORIAM

We extend sympathy to the families of the following alumni, faculty and friends. Names without class or degree years include UM alumni, employees and friends.

To be included in "In Memoriam," the UM Office of Alumni Relations requires a newspaper obituary or a letter of notification from the immediate family.

Send to:  
Office of Alumni Relations  
107 Brantly Hall  
Missoula, MT 59812  
alumni@umontana.edu

Material for "In Memoriam" reached our office by Nov. 22, 2019.

## In Memoriam: Emma Lommasson



Emma Lommasson, UM alumna and former employee, passed away on Nov. 30. She was 107 years old.

Lommasson earned a bachelor's degree from UM in 1933 and worked at UM from 1937 to 1977, retiring as the registrar and associate director of Admissions and Records. For a decade after retiring, she volunteered as a student adviser. Of her education, Lommasson stated, "I received as good an education at the University of Montana as I would have received anywhere else in the country." She was a devoted ambassador for our University.

The Emma B. Lommasson Center was named in her honor in 2001. A bench outside the west entrance to the center near the Grizzly Statue was presented to her in honor of her 100th birthday in 2012.

Though she shied away from the notion, Lommasson had become quite popular over the years as a passionate fan of all things UM. She cheered for the Griz, shared recollections of the many people and events that shaped UM and was known for her positive attitude and generous spirit. She had met every UM president since 1921.

## 1930s

Edith Lillian Atkinson Wylie '34, Bigfork

## 1940s

Virginia Rose Sikonia Golden '45, Missoula  
Mabel Ellen Manix Schulte '45, Shawano, WI  
Verna Brackman Krout '46, Petaluma, CA  
William H. "Bill" MacKenzie '46, Mount Vernon, WA  
Beverley Ross Garrett '47, Houston  
Virginia "Ginny" Knapp Thane '47, Missoula  
Mads Anderson '48, Arvada, CO  
Patricia R. "Patty" Cornitius Felt '48, Missoula  
Molly C. Burke Herrin '48, Helena  
Ellen Amelia Mouat Langston '48, Red Lodge  
Kathleen "Kathie" Koefod Van Luchene '48, Santa Fe, NM  
James Burton "Burt" Angstman '49, Missoula  
Firman Hewitt "Bo" Brown '49, M.A. '53, Hon.D. '08, Missoula  
William J. "Bill" Cooney '49, Spokane  
Charlotte Ruth Thompson Magelssen '49, Sugar Land, TX  
Joyce Grace Gauthier Stevens '49, Billings

## 1950s

Walter Bernard Fellows '50, Billings  
Anthony Felix "Tony" Geis '50, M.S. '54, Bozeman  
Russell L. Hartse, J.D. '50, Missoula  
Anthony Adam "Tony" Hunthausen '50, East Helena

Alfred Robert "Bob" Appelgren '51, M.B.A. '74, Chandler, AZ  
Betty Ann Delaney Kingstord '51, M.Ed. '69, CO  
George J. Mansinger '51, Renton, WA  
John Arthur "Jack" LeClaire '52, Moscow, ID  
Mary "Lyn" Hestekin Lucke '52, Missoula  
Glen Russell Ausen, M.Ed. '53, Centuria, WI  
M. "Estelle" McFarland Byrne '53, Lafayette, CA  
Beverly "Bev" Henne Doyle '53, Missoula  
John Dacre Bennett '54, Hampstead, NH  
James Stanley Evans '54, Beavercreek Township, OH  
Barbara Jane "Barb" Dickinson Kenny '54, Helena  
Mora Christine Skari Payne '54, Missoula  
George Donald Boifeuiller '55, Missoula  
Dale G. Harvey '55, Kalispell  
Francis William "Frank" Kirschter '55, Ellensburg, WA  
Robert Hillary "Bob" McGuire Jr. '55, M.S. '57, Calgary, AB  
John Cooke Beam Jr. '56, Davidson, NC  
Robert J. "Bob" Emmons, LL.B. '56, Great Falls  
William Edward "Ed" "Fuzzy" Fine Jr. '56, Missoula  
Clara Evelyn Schmidt Gallo '56, Tucson, AZ  
Gary Ronald Jystad '56, Pablo  
Frederick E. Bullock Jr. '57, Kirkland, WA  
Judith V. "Judy" Hynes Burns '57, Sheridan  
Delynn Coard Colver '57, M.F.A. '58, Missoula  
Lawrence Denis "Larry" Gaughnair Jr. '57, J.D. '57, VA  
James Albert "Jim" Hansen '57, Astoria, OR  
Robert B. "Bob" Jurovich '57, Billings  
Charles Alexander Wilson Jr. '57, Amarillo, TX  
Maurice Charles Farrington '58, Lakeside  
Harry Willis Hoffmar Jr. '58, Hudson, WI  
Samuel M. "Sam" Jankovich '58, Hayder Lake, ID

Hershel Kelly "Kay" Robirds '58, Evanston, WY  
Robert Lewis "Bob" Clark '59, M.Ed. '65, Bozeman  
Frances M. Carden-Nelson '59, M.F.A. '67, St. Petersburg, FL  
Gordon Martin Osborn, M.S. '59, Enterprise, OR  
Antoinette "Toni" Shields Holts Payton-Ryser '59, Reno, NV  
Donald Frederick Vollmer, M.Ed. '59, Largo, FL

## 1960s

Roland Marcellus "Ron" Stoieson '60, North Ogden, UT  
Zoe Ann Dress Matlock '61, Hemet, CA  
Paul Eugene Nelson '61, M.F.A. '69, Bozeman  
Thomas James "Tom" Flaherty '62, Billings  
Bonnie Rae Woods Kennedy '62, Great Falls  
Hugo S. Maliepaard, M.S. '62, Regina, SK  
George Eli McCammon '62, Missoula  
John Ellaro Frook '63, Reno, NV  
Harold G. Haffner '63, Sidney  
James W. "Jim" Holmlund '63, Billings  
Craig A. Hopperstad '63, M.A. '63, Seattle  
Michael William Rollin '63, M.A. '68, San Antonio  
Arlie Rae Grentell '64, M.A. '91, Great Falls  
Dean Jay Mart '64, Stevensville  
Larry Tipton Stridmon '64, Kalispell  
Dennis L. Flasiak '65, Nampa, ID  
Sharon Lorraine Alzheimer McCallion '65, Chateau  
Terrence Boyd "Terry" Williams '65, Potosi  
Frederick William "Fred" MacFarland '66, Potosi  
Roger E. Niemi '66, Helena  
James Lee "Jim" Whipple '66, San Juan, Apistonia, CA



Shelton Cross "Mike" Williams, J.D. '66, Polson  
 Lawrence W. "Larry" Petersen, J.D. '67, Billings  
 Leon Blair Ricks '67, Spanish Fork, UT  
 Donna May Christopher Chambers '68, Superior  
 Rebecca Jane "Becky" Hazelbaker  
 Deschamps '68, Missoula  
 Robert Lynn "Bob" Kirchmeier '68, Clermont, FL  
 Raymond Charles "Ray" DeNeve '69, Manchester, IA  
 Damon Lynn Gannett '69, J.D. '72, Billings  
 James Clark "Jim" McKown '69, Missoula  
 Christiane Louise Morin '69, M.A. '76, Salem, OR  
 James Francis "Jim" O'Brien '69, Butte  
 Robert Glenn Plaehn, M.M.Ed. '69, Lakeville, MN  
 Jack Darwin Reich '69, Willow Creek  
 Joseph Alfred "Joe" Turmell '69, San Diego  
 Rita Kathleen Greenup Ostby Ulrich '69, Cody, WY  
 Dean V. Vaupel '69, M.A. '71, Portland

## 1970s

Peter D. Laba '70, Norcross, GA  
 Jack William McKee Jr. '70, Billings  
 Ronald Lee Butler '71, Missoula  
 Robert James "Rob" Hitchcock '71, Simi Valley, CA  
 Earl Eugene Lowery '71, Kalispell  
 Greg Wayne Phillips '71, Kalispell  
 James Michael "Mike" Byrne '72, Missoula  
 Ronald Gene "Ron" Frost, M.Ed. '72, Great Falls  
 William Anton "Bill" Gallagher, M.Ed. '72, Anaconda  
 Tom Sinclair Patten '72, Arcadia, FL  
 Curtis Lester "Curt" Rice '72, Kalispell  
 Phyllis Theresa Morgan Fischer '73, Kalispell  
 Kathleen Gale "Kathy" Lewis '74, Cedar City, UT  
 George Robert Mahoney '74, Polson  
 Marilyn Frances Hazen Rodriguez,  
 M.Ed. '74, Missoula  
 Carolyn Elizabeth Caldwell '75, Helena  
 Grant Edward Gormley, J.D. '75, Pierre, SD  
 Robert Charles "Bob" McKenna, M.S. '75, Boise  
 Gerald Lee "Jerry" Bachmann, M.S. '76, Missoula  
 Robert Wayne "Bob" Barrett '76, Billings  
 Gala Margaret Katherine FitzGerald  
 Muench, M.F.A. '76, ID  
 Chad Vincent Noel '76, Henderson, NV  
 Dennis E. Ryan '76, Missoula  
 David Andrew "Dave" Filius, M.S. '77, Great Falls  
 William "Bill" Gornick '77, Stevensville  
 Merrill James Hill '77, M.B.A. '78, Stevensville  
 Barbara Jean "Barb" Lester O'Keefe, M.Ed.  
 '79, Missoula

## 1980s

Celia Diane "Cy" Holder Linsted '82, Missoula  
 Adele Marie Rothan, Ph.D. '82, St. Louis, MO  
 Randall Lee McCall '83, Missoula  
 Craig William Pratt '83, Missoula  
 Donna Glantz Starr '83, Missoula  
 James M. "Jim" Taylor '83, Las Vegas  
 Patrick Joseph "Rick" Stuber, Ph.D. Ed. '84,  
 Creswell, OR  
 Mercy Whalen Clevenger '85, Missoula  
 Kerry Helen Delaney '85, J.D. '88, Seattle  
 Patrick Arthur Juneau, M.S. '85, Huson  
 Danny R. "Dan" McIntyre '85, Conrad  
 Robert Bryan "Skip" Rundle,  
 M.Ed. '85, Hamilton  
 Brian Keith Schatz '86, Missoula  
 Christopher Thomas "Chris" Ransick,  
 M.A. '88, Newport, OR  
 Marianna Marie Oppegard Traver '88, Great Falls  
 Suzanne Victoria Derrick '89, Missoula  
 Brenda Lynn Mayes '89, Billings  
 Kerry Kim Wiedrich, M.B.A. '89, Big Arm

## 1990s

Elita J. Nelson Haugen '91, Missoula  
 Helen Chloe Christensen Loran '91, Missoula  
 Jerome Francis "Jay" Combs Jr. '92, Missoula  
 Jesse Francis "Jess" Collins Jr. '93, Missoula  
 Karen Joann Sanderson '93, Kalispell  
 Daren Lee Jurasek '97, Missoula

## 2000s

Dionne Rae Strissel '00, Havre  
 Linda Louise "Lue" Merseal Peterson '02, Deaver, WY  
 Ariadne Anne "Ari" Avellino '03, Missoula  
 John "Damon" McCrory '06, Brighton, NY  
 Velden Cory Calica '09, Browning  
 Michael Edward Fortenberry '09, Stevensville

## 2010s

Andrew Patrick "Drew" Hossle '11, Lolo  
 John Leslie Duncan, A.A. '13, '16, Hamilton  
 Daniel Mason "Danny" Dresher '14, Lamy, NW  
 Lilibeth Cayetano Swenson, D.P.T. '15, Salem, OR

## Former students, faculty and staff

Lonnie Bruce Alley, Salt Lake City  
 Don H. Ball, Billings  
 Mary Margaret Beck-Higgins, Vista, CA  
 John Francis Bell Jr., Stanford  
 Pearl "Peggy" Eggar (Tuman), Selah, WA  
 Marie Gordon, Polson  
 Dean Darrel Holm, Mesa, AZ  
 Gordon Marvin Jackson, Helena  
 Barbara Joan Jensen, Missoula  
 Marian Gilliland Knowles, Carlsbad, CA  
 Mary Helene Larson Kukowski, Salem, OR  
 Fred Arnold Lerch, Missoula  
 Roberta Lou Mistrick, Missoula  
 Ruth Mae Stevens Neisinger, Stevensville  
 James Everett "Jim" Norris, Mesquite, NV  
 James B. "Jim" O'Connor, Spokane  
 James Irvin Robertson Jr., Westmoreland County, VA  
 Jeannine Eloise Garrin Shriner, Missoula  
 Betty Mae Flesch Fauque Snyder, Billings  
 Austin Miles Smith, Missoula  
 Karen Petersen Smith, Polson

## Friends and parents

Philip Alan "Phil" Bakke, Missoula  
 Doris Ann Knaus Burger, Missoula  
 Shirley Ann Oberst Colyer, Missoula  
 Patricia Marie Flannery Fellows, Billings  
 Geraldean Lynn Fluke, Missoula  
 Donelda Mavis "Donnie" Ginalias, Great Falls  
 Michael Gersack, Great Falls  
 Richard A. "Doc" Gooding, Albuquerque, NM  
 L. Richard "Dick" Hayne, Florence  
 Robert T. "Robbie" Hensley, Helena  
 William George "Bill" Koch, Greeley, CO  
 Patricia M. "Pat" Crowley Antonick Krott, Townsend  
 Jay Polite Laber, St. Ignatius  
 James Bruce "Jim" Larson, Bismarck, ND  
 Electra K. Lockridge, Charlo  
 Marie Teresa Doornek Lynch, Missoula  
 Neva Frances Maurer McRae, Missoula  
 Isabell Monaco, Joliet  
 Robert "Dean" Murphy, Charlo  
 Robert Allen "Bob" Noll, Missoula  
 Taihei Henry "Hank" Obayashi, Redwood City, CA  
 Helen Marie Ewing Perrine, Roseville, IL  
 Irene Elaine Werner Pirnie, Missoula  
 Clifford Albert "Cliff" Potts, Billings  
 William John "Bill" Shea, Butte  
 Alfred Julian "Al" Skogen, Ronan  
 Kay Laurelle LeFevre Stipe, Spokane Valley, WA  
 Daniel J. Stromme, Missoula  
 William Joseph "Bill" Sweeney, Missoula  
 Patricia Ann "Pat" Wooten Tyanich, Helena  
 Leland Kenneth "Lee" Yockey, Hamilton



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# ARTIFACTS UM WOMEN PIONEERS

Montana women, by nature, push boundaries, lift each other up and lead by example. This is especially true for the many generations of female alumnae whose tenacious spirit embodies the character of UM. Artifacts takes a special look at a few of these pioneering women who dedicated themselves to making the world around them better, especially during times when they were not afforded the same opportunities as their male peers and the world was preoccupied with war.



## ELOISE KNOWLES AND ELLA ROBB GLENNY

### UM'S FIRST TWO GRADUATES

UM's first graduates. Eloise Knowles stands third from left and Ella Robb Glenny stands at the far right. Glenny's husband stand next to her. The other individuals in the photograph are not identified.

*Photo courtesy of UM Archives and Special Collections.*

The Boda club. A social group for young Missoula women which staged performances around town in the 1890s. Left to right, back row to front: Sadie Catlin, Lenita Bonner, Gertrude Hatheway, Kittie Catlin, Helen Hatheway, Eloise Knowles, Maud Bumson, Annie Bickford, Wilda Knowles, Frances Robinson, Alice Woody, Belle Catlin, Caroline Worden, Jimmie D. Straughn.

*Photo courtesy of UM Archives and Special Collections.*



Eloise Knowles was born in Deer Lodge in 1872 — 17 years before Montana Territory was granted statehood. In 1895, Knowles enrolled in the newly established University of Montana, where she studied philosophy. At a time when female students were a rarity in higher education, Knowles and her female classmate, Ella Robb Glenny, made history by becoming the first two graduates of UM in 1898, the same year Main Hall's cornerstone was laid.

Knowles went on to earn a graduate degree in philosophy from the University of Chicago then returned to Missoula and taught in UM's Art Department. She founded the UM Alumni Association in 1901. In 1904, Knowles became a founding member of the Penetralia Honors Society, which is affiliated with the modern-day Mortar Board. Knowles also helped found the UM chapter of the Theta Pi sorority, now called Kappa Alpha Theta.



BY JAKE DALY, MONTANAN STUDENT INTERN

Jake Daly is a post-baccalaureate student studying journalism at UM. He holds a bachelor's degree in history from James Madison University in Harrisonburg, Virginia, his hometown. When he's not in class he cooks and plays the guitar.





As a member the Apsaalooke people of the Crow Nation, Mary Francis Garrigus was born in Stillwater, now Columbus. When she was 20 years old, Montana's first and only law school was established at UM. Garrigus enrolled as an undergrad at UM in 1914. That same year, World War I erupted in Europe and would soon spread across the globe. Garrigus served as president of UM's Catholic Student Association while earning her bachelor's degree. The United States officially entered the Great War in 1917, drafting millions of young men to fight overseas. Garrigus earned her Juris Doctor from UM in June 1918. One of three women to graduate from UM's school of law that year, Garrigus later became Montana's first Native female lawyer. She took a position teaching business at Carbon County High School in Red Lodge and volunteered as a nurse in a hospital established to fight the influenza pandemic at night.

## MARY FRANCIS GARRIGUS

FIRST NATIVE UM  
LAW GRADUATE

A few short weeks after peace was declared Garrigus contracted the flu herself. She passed away on Nov. 30th, 1918, nearly two years before the women's right to vote was officially acknowledged in the United States. In accordance with her will, Garrigus was laid to rest in Missoula, the place she considered home. Her peers' admiration is demonstrated in a quote from UM's 1916 yearbook:

**If you take advice from Frances  
You can never come to harm;  
For she goes about campus  
With a law book neath her arm.**



Jane Jeffers' ancestors drove Longhorn cattle to Montana from Texas and settled in Ennis, where she was born in 1924. Jeffers enrolled at UM in 1942, mere months after the United States officially entered the Second World War. Once again, millions of young men were drafted to wage war in Europe, Asia and Africa, and women across the United States stepped up and took on leadership roles in America's industry and academia. Jeffers later recalled that time: "All the Men were gone," she said. "We women were finally able to take on men's jobs. Women were empowered during those years."

Jeffers, whose friends called her "Jeff," studied English at UM. She served as editor and production manager of the English department's literary magazine

"The Mountaineer" and sat on the University's betterment committee and publication board. She was very involved in student government, acting as treasurer for her freshman class and president of her junior class.

In May 1945, scarcely one week after the allied powers declared victory in Europe and nearly four months before the Japanese Empire surrendered, Jeffers became the first female president of UM's student body. When she heard she had been elected, she simply said "Gosh." After graduating the following year, Jeffers moved back to Ennis, where she became the town's unofficial historian. She passed away in 2018 at the age of 94.

## JANE JEFFERS:

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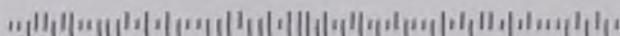
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